

Annual Compensation Survey Report Fiscal Year 2006-2007

August 1, 2005

Colorado Department of Personnel & Administration

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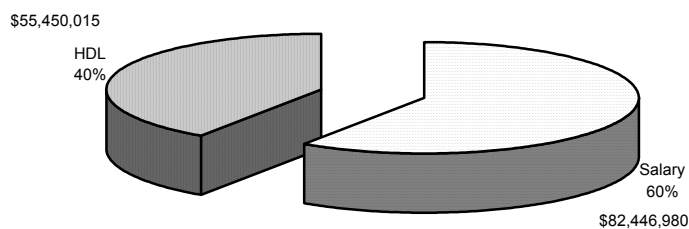
DPA

EXECUTIVE SUMMARY

The State of Colorado's policy is to provide competitive total compensation to employees in the state personnel system to ensure the recruitment, motivation, and retention of a qualified and competent workforce. The Division of Human Resources (Division) within the Department of Personnel and Administration (DPA) conducted its FY 2006-2007 annual compensation survey and is reporting the findings as mandated by statute. The core compensation components surveyed are salary, including performance awards, and group benefit employer contributions. Due to the August deadline and limited surveys available to the Division at the time of publication, the survey findings will be updated in December 2005 from additional third-party surveys and a more recent economic indicator, which may change the overall findings.

To provide a market-comparable salary package for the state personnel system (including higher education), total salary increases are projected to be 4.89% for approximately \$82,446,980 in funding.

The state currently contributes approximately 66% of the cost of group health care contributions versus what other employers contribute, and 54% for dental care. In order to compete with market employers' contributions, an estimated \$55,450,015 would be required. The following chart depicts the total new dollars to reach the prevailing total compensation level for both salaries and group benefit contributions found in the market for an estimated total of \$137,896,995.



Note: The costs contained in this report are based on all employees in the state personnel system. Costing for budgetary purposes is based on other considerations, e.g. appropriated versus non-appropriated funding sources.

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COMPENSATION POLICY

It is the State of Colorado's policy to provide competitive total compensation to its employees including, but is not limited to: salary, performance awards, group benefit plans, retirement benefits, leave, incentives, and premium pay practices. The annual compensation survey is conducted as part of an effort to maintain an integrated and prevailing compensation package. According to total compensation statutes, this FY 2006-2007 survey findings report specifically includes the Department of Personnel and Administration's (DPA) primary focus on two major compensation components that may require increased dollars each year, namely, salaries (including performance awards) and the employer contribution to group benefit plans.

SURVEY PROCESS

The complete text of the annual compensation survey process is contained in Appendix A and the following findings and costs cover the results obtained. Similar to last year, the number of third-party surveys was again limited at the time of this report because of the timing of the state's survey process. Some of the regular surveys are not published until later in the calendar year. Up to July 1, 2005, the Division collected and analyzed approximately 90% of the data used in last year's (FY 2005-2006) survey. Consequently, a survey update will be completed in December 2005 to include more third-party surveys and a recent Employment Cost Index (ECI) and will be reported to the State Personnel Director. The survey update in December survey may significantly change the overall findings due to the limited number of third-party surveys presently available for this report.

SURVEY SOURCES

The two primary third-party survey sources used for this report are the Mountain States Employers Council (MSEC) and the Colorado Municipal League (CML) data. Additionally, the Division used the Hewitt 2004 *Variable Compensation Measurement Report*, and the Business and Legal Research (BLR) 2005 *Pay Budget Survey* and the WorldatWork 2004-2005 *Salary Budget Survey* articles for information on variable and performance pay practices and trends. Overall, the Division used three published sources for the annual compensation survey at this point. Appendix B contains a list of the third-party surveys used.

SALARY DATA PROJECTION

Because third-party survey publications do not report data based on the same effective date, the Division applied the annual Employment Cost Index (ECI) – Wages and Salary for all Civilian Workers (ECI-W) – to project all salary rates to July 1, 2006. The Division used this projection method to ensure that the state does not use "outdated" data for the market comparison. Due to the August 1 deadline for the report, the Division had to use the most recent ECI index published in April 2005 (2.45% annual change from March 2004 to March 2005) to age the data. The Division will update the survey

findings with a more current ECI, which will be reported in the December survey update.

MARKET SALARY INCREASES

The Division used salary data collected from the MSEC 2005 *Front Range Briefing* to determine the prevailing market practice for total salary increases. As reported, total salary increases include merit, longevity, across-the-board, cost of living, and other base and non-base salary increases. The Division used the newly collected information in the MSEC 2005 Front Range Survey to determine non-base incentives and bonus payouts that market employers grant their employees. These are the variable pay increases that do not add to employees' base salaries. The state's performance pay system currently allows non-base building awards for employees receiving the highest rating and where the award exceeds the maximum of their pay range.

Findings

The MSEC 2005 *Front Range Briefing* and other published planning information initially showed, in general, employee base salary increases of 3.4% as projected in the Colorado Front Range market (includes Denver/Boulder, Northern Colorado, Colorado Springs, and Pueblo). In addition, MSEC initially indicated that overall, Front Range market employers projected an additional 1.3% of salary budgets (calculated as a percentage of the salary amount) for non-base building incentives or bonuses on top of base increases. The overall salary increases total a 4.7% increase in salary budgets. However, actual survey data for all components of salary indicate a projected total increase of 4.89% for market-reported increases and the Trooper statute.

The Division noted that the implementation of the state's salary increases for the past few years have deviated from the historical pay management policies. The across-the-board increases the past two years have shifted the emphasis away from occupational group adjustments that allowed competitive market adjustments for employees' pay. Additionally, with little or no performance pay increases the past four years, the state's workforce has fallen behind general market salary movements.

The Division found that three national surveys (Hewitt VCM 2003 & 2004 Reports, BLR 2005 Pay Budget Survey, and WorldatWork 2004-2005 Salary Budget Survey) all reported increased amounts of performance awards. These results are outlined in Appendix D. From this market information, the Division found that the state continues to lag the market in its performance awards and needs to fund them if the state is to be successful in meeting its business objectives. As reported by all three national surveys, employers are increasing the amounts of performance and merit increases over general salary increases. These findings confirm the above need to increase the state's funding for salary increases, including performance pay.

SALARY

After structure adjustments, the remaining salary increases are split between the .84% base-building performance pay increase and the 1.25% variable (non-base) pay increase directed to the state's performance pay system. This results in a total of 2.09% for performance pay.

The reported overall salary increase does not include the associated pension and Medicare costs per the survey director at MSEC. In addition to the 7.15% Social Security contribution (FICA) by employers, previous surveys have found an average of 4.0% in deferred compensation matches by employers was common practice for a total of 11.15% contribution to retirement. In comparison, the state's PERA contribution averages 10.9% (10.65% for first six months and 11.15% for remaining six months of FY 2006-2007) for the state personnel system workforce.

Because of incomplete third-party survey reports showing structural changes, the Division will prepare the December 2005 update to report updated midpoint movements for the occupational groups. Most notably, the primary survey source for health care occupations was not available at the time of this report. A revised figure is expected for December 2005 due to market conditions for health care occupations.

The Division found that MSEC initially projected a 2.3% pay structure adjustment for employers in the Colorado Front Range market. However, based on actual survey data at this point, the projected overall average structure increase is 2.66% when applied to the state's mix of jobs and applying the Trooper statute. This finding is being used for preliminary budgetary consideration until more complete occupational group specific survey information is reported in December 2005. The proposed compensation plan is included in this report as Appendix E. The following table represents the tentative market salary structure increases.

Occupational Group	Average Market Midpoint Increase	Total State Employees
ENFORCEMENT AND PROTECTIVE SERVICES (EPS)	3.2%	5307
Troopers Subgroup	5.1%**	666
FINANCIAL SERVICES (FS)	1.1%	1797
HEALTH CARE SERVICES (HCS) [and Medical*(MED)]	4.2%***	3463
LABOR/TRADES/CRAFTS (LTC)	1.6%	5592
ADMINISTRATIVE SUPPORT AND RELATED (ASR)	2.4%	5014
PROFESSIONAL SERVICES (PS) [and Teachers* (T)]	2.2%	8447
PHYSICAL SCIENCES AND ENGINEERING (PSE)	1.6%	1970

***Due to the lack of survey data for the Teacher and Medical occupational groups, the PS occupational group increase will be used for Teacher and the HCS occupational group for Medical.**

****In accordance with statute, the actual salary adjustment for Troopers is 6.0%.**

*****The figure reported for HCS will be adjusted in the December update because 2005 health care data are not available until November.**

SALARY

In accordance with the Performance Audit of DPA's 2003 Annual Total Compensation Survey, the Division analyzed actual pay practices in order to assess the competitiveness of the state's hiring pay practices. From the 2005 CML survey data, the Division found that the state's entry employees generally are paid at a rate closer to their range minimum, while in the market, entry employees tend to be paid at a higher entry rate than their range minimum. This indicates the state's hiring rate practice is not competitive with the market. Because the state personnel system has a statutory requirement [C.R.S. 24-50-104(1)(f)] to hire at the minimum of the pay grade unless there is a showing of a recruiting difficulty, the Division found that the state is not prevailing in its actual hiring salaries. The state's shortfall in hiring salaries varies by occupational group, but some adjustment is necessary. A review of the state's turnover data of newly hired employees versus longer-term employees shows that new hires turn over approximately 4.5 times greater than longer-term employees.

This is the first year that the Division has reviewed this hiring salary comparison. Limited data showed that the state's hiring salaries were lower than the market and the discrepancies varied by occupational group (between 2.19% to 10.78%). A minimum two percent adjustment to the state's pay range minimums would be at least two percent closer to market hiring rates. This represents a conservative start and the Division will continue to monitor and make modifications as needed.

In addition, C.R.S. 24-50-104 (1)(a)(III)(A) requires DPA to use consistent methodologies to determine and maintain prevailing compensation for state Troopers with two exceptions. First, the market is the top three law enforcement agencies within the state having more than 100 commissioned officers and the highest actual average salary. Second, the state provides an average salary adjustment amount that is at least 99% of the actual average salary from this market. The Division used the actual average salaries as reported in the 2005 CML survey and identified the top three highest-paid large law enforcement jurisdictions (the labor market) to be Fort Collins, Greeley, and Colorado Springs.

This year's top three jurisdictions showed an average structure movement of 5.1%. With the authority recently given to the Director in implementing survey recommendations, a separate salary adjustment increase for Trooper actual salaries is determined using the actual average salary of the top three jurisdictions. The actual average salary comparison shows the state needs to increase the Trooper salaries by 6.0%, after adjusting it by 3.5% in accordance with C.R.S. 24-50-104 (4)(d) (amended by SB 03-273).

Additionally, the Division conducted a detailed analysis of individual class pay ranges versus the labor market pay ranges because individual class pay ranges may move differently than the overall occupational group movement. The annual survey process

document in Appendix A outlines this analysis and the criteria used to determine when an individual class adjustment is deemed necessary. This year, the Division completed an extensive review of survey-matched classes and found that several need adjustment. A detailed explanation of this review and the specific class adjustments are included in Appendix C. The Division found that 14 class series need adjustment with 12 moving upward and two moving downward.

No system maintenance studies are included in this report; however, one or more may be completed in time to provide information on any potential cost impact in the December 2005 survey update. The nurses' salary study identified by the Fitzsimmons State Nursing Home Accountability Committee last legislative session is included in the individual class adjustments identified in Appendix C and included in the costs of market structure changes above.

TOTAL NEW COST OF SALARIES

The total cost for salary increases for FY 2006-2007 is **\$82,446,980** and includes the associated PERA and Medicare costs. This includes salary structure of \$44,207,720 (including occupational group adjustments, hiring rate minimums, and individual class adjustments) and performance pay of \$38,239,260.

HEALTH

The Division used the *2005 Health and Welfare Plan Survey* published by MSEC and the *2005 Benchmark Employee Compensation Report* by CML to measure market practices in health care benefits. In addition to measuring the employer contribution level, the Division also examined basic medical benefits, e.g., eligibility and general coverage.

In the survey sources, four basic plan types were reported: Health Maintenance Organization (HMO), Preferred Provider Organization (PPO), Point of Service (POS), and Others (Indemnity). In the *2005 Health and Welfare Plan Survey* by MSEC, the following definitions are used: "HMO: A pre-paid medical group practice plan that provides a comprehensive predetermined medical care benefit package. PPO: A benefit design wherein covered persons obtain a higher level of reimbursement if non-emergency services are obtained from participating providers. POS: Members do not have to choose how to receive services until services are needed. Indemnity Plan: Provision of specific cash payment reimbursement for designated covered services. Payments can be made either to enrollees or, on assignment, directly to health providers."

Based on the MSEC information, the state is comparable with market employers in offering medical plans (PPO and HMO) to its employees, and using a third-party administrator (TPA) to process most of the medical claims, including the use of stop-loss insurance to protect the state's medical liability. Like most employers, the state does not allow employees to receive cash in lieu of health coverage. In terms of eligibility for health care coverage, comparable to the market, state employees become eligible for medical insurance enrollment on the first day of the month following their employment with the state. The state's medical plans provide typical and prevailing coverage in psychiatric care, substance abuse programs, prescription drugs, outpatient surgery, home health care and hospice, well baby care, annual physical, nurse line, maternity management, chiropractic, and pre-tax flexible benefits.

In general, the state's medical plans (using the most prevalent PPO plan as the example) are not as good as the market's PPO plans. If the state wants to be prevailing on the basis of plan designs while still providing benefits that are affordable for employees, the state contribution would need to significantly increase, even beyond the prevailing market employer contribution. The state's demographics (e.g., average age of 47) and geography (i.e., all counties) creates higher overall medical cost compared to employers with which the state competes. Any increases resulting from improvements to plan design are borne solely by employees. The following table summarizes some of the core coverage comparisons that shows how the state's plan coverage lags behind the market.

GROUP BENEFITS

Coverage in PPO plans	Market	State
Office visit co-pay range	\$15 - \$25	\$30 - \$50
Average in-network deductible for employee only	\$615	\$1,500
Average in-network deductible for employee + spouse +child(ren)	\$1,519	\$3,000
In-network maximum out-of-pocket costs for employee only	\$2,340	\$7,000
In-network maximum out-of-pocket costs for employee + spouse + child(ren)	\$5,512	\$14,000

As the state moved from a calendar to a fiscal year basis beginning July 1, 2005, for its benefit programs, the market findings and projections are also done on a fiscal year basis. For example, a market prevailing rate for FY 2006–2007 is measured as the average of the market rates for both 2006 and 2007. Further, the Division uses the reported 2005 rates and published market trends to project health care cost for 2006 and 2007. Market trends were collected from websites for Mercer, Kaiser Family - 2004 Employer Survey, Hewitt Health Value Initiative - 2003, 2005 Segal Health Plan Cost Trend Survey, 2005 MSEC, and Milliman - Medical Index 2005. An average of 10.9% medical cost increases is calculated for 2005. Projections of medical cost increases into year 2006 and 2007 are not available from these sources. Considering the recent trend of slowing increases in premium costs, the Division chose to apply a 10% projection rate for 2006 and 2007 due to the state being significantly below the market.

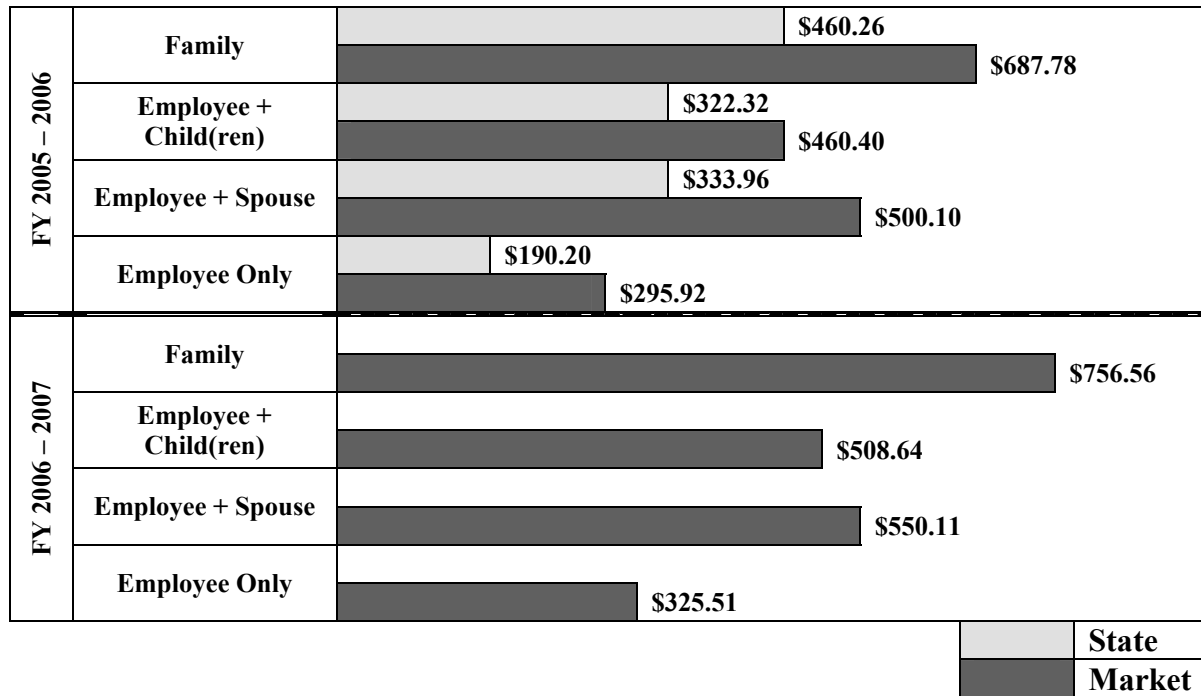
Beginning July 1, 2005, the state’s contributions to medical benefits reached an average of 66% of the average market contribution, an increase from 56% for the 2005 short plan year (January through June). This 66% is also higher than the 59.5% projected for July 1, 2005, primarily due to the fact that the projected trend used in last year’s report was higher than the actual premium rate increases in the market. To a lesser degree, it also reflects the market cost containment technique of shifting some of the premium costs to employees.

Finding

The following chart compares employer contributions between the market and the state by year and tier (family status). Beginning FY 2005–2006, the state started using four tiers. In comparison with the market, the state, on average across tiers, contributes approximately 66% (as explained above) of the prevailing dollars contributed by the market employers. Market employers are still absorbing at least a portion of premium cost increases, consequently the state will lag the market further if no significant increases are funded.

GROUP BENEFITS

Comparison of Market and State Employer Contribution to Health Plans by Year & Tier



DENTAL

In the MSEC survey, three basic plan types were reported: Dental HMO, Dental PPO, and Dental Indemnity. The state currently provides two PPO's: Basic Plan and Basic Plus Plan. Similar to the health care benefits analysis, employers' contributions for all plan types were analyzed.

Finding

The bar chart below compares three year's of employer contributions for the market and the state. In comparison with the market, overall, the state contributes approximately 54% of the prevailing market employer contribution.

GROUP BENEFITS

Comparison of Market and State Employer Contribution to Dental Plans by Year & Tier

FY 2005 – 2006	Family	<div></div>	\$23.12	\$52.07
		<div></div>		
	Employee + Child(ren)	<div></div>	\$19.78	\$39.90
		<div></div>		
Employee + Spouse	<div></div>	\$18.38	\$35.18	
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Employee Only	<div></div>	\$14.90	\$25.90	
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FY 2006 – 2007	Family	<div></div>	\$55.19	
		<div></div>		
	Employee + Child(ren)	<div></div>	\$42.29	
		<div></div>		
Employee + Spouse	<div></div>	\$37.29		
	<div></div>			
Employee Only	<div></div>	\$25.16		
	<div></div>			
				<div></div> State
				<div></div> Market

LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

From the data in the MSEC survey, the Division analyzed the amount of life insurance provided by employers and the portion paid by the employer. A similar analysis of AD&D benefits provided by the employer was also conducted to show coverage and employer contribution levels.

Finding

Of 547 employers reporting in the MSEC survey, 95% provide life insurance for their employees. The most common practice (95% of employers) is for employers to fully pay for the plans. The state provides 100% state-paid basic life insurance to all employees. Sixty-two percent of market employers determine the amount of life insurance as a multiplier of the employee's annual salary. The most common multiplier is one to two times the annual salary (59%); the weighted average multiplier is 1.4 times the annual salary. Beginning January 2005, the state increased its life benefit to \$33,000. While this is more competitive, it still lags the market life insurance.

Of 547 employers, 86% provide AD&D coverage for their employees. The state is consistent with this practice. Of those employers providing AD&D coverage, the most common practice (80% of employers) is to provide a 100% employer-paid plan. Of the

employers reporting value of AD&D plans, 88% provide the same value of AD&D as the value of life insurance, similar to the state.

TOTAL NEW COST OF CONTRIBUTIONS TO GROUP BENEFITS PLANS

The June 2003 Benefit Audit Recommendations included the need for a separate study that may have an impact on the state's benefit eligibility requirement and a possible partial contribution for part-time employees. Detailed study findings and potential recommendations to the state's current practices will be included in the December update to this report.

To meet **100%** of the 2006 prevailing level of employer contributions for three group benefits plan (health, dental, life & AD&D) premiums, the cost is estimated to be **\$55,450,015**. The cost is determined by comparing 2005 state contributions to projected 2006 market contributions.

TOTAL COMPENSATION

TOTAL NEW COST OF A PREVAILING SALARY AND BENEFITS PACKAGE

The total new costs of a prevailing salary and benefits package for FY 2006-2007 are **\$137,896,995** (Total Salary: \$82,446,980; Benefits Contribution: \$55,450,015).

Note: The costs contained in this report are based on all employees in the state personnel system. Costing for budgetary purposes is based on other considerations, e.g. appropriated versus non-appropriated funding sources.

General Compensation Policy Statement

It is the policy of the State of Colorado to provide competitive total compensation to employees in the state personnel system to ensure the recruitment, motivation, and retention of a qualified and competent workforce. Total compensation includes, but is not limited to, salary, group benefit plans, retirement benefits, performance awards, incentives, premium pay practices, and leave.

By law, most matters related to maintaining prevailing compensation for the state personnel system, including the annual compensation survey, recommendations to the General Assembly, and rulemaking for certain compensation practices are under the authority of the State Personnel Director (Director). The Director has delegated certain authorities to the Division of Human Resources (Division) in the Department of Personnel and Administration (Department). Such authority includes establishing technically and professionally sound survey methodologies, conducting surveys, analyzing data, and reporting survey findings. This document describes the methodologies and process used to conduct the annual compensation survey.

Purpose of the Annual Compensation Survey

In order to maximize the investment made in state employees, the annual compensation survey is conducted as part of an effort to maintain an integrated and prevailing compensation package. The annual compensation survey focuses primarily on the major components of total compensation that require increased dollars each year. These components are base salaries, the employer contribution to group benefit plans, and performance awards. Other items (such as disability insurance, retirement, paid leave, and premium pay) are also periodically surveyed to monitor any changes in market trends. The result of the annual compensation survey is a published report that reflects all adjustments necessary to maintain prevailing salary structures, employer contribution to group benefit plans, and performance awards for the upcoming fiscal year.

Meet and Confer

Before the annual compensation survey process begins, the proposed survey process is published for comment. In order to maintain stakeholders' understanding and confidence in the selection of surveys, the Division meets and confers with management, employee representatives, employees, and the Total Compensation Advisory Council. The Division communicates to the workforce through public meetings, the *Stateline* newsletter, the Division's website, and other forms of correspondence. After reviewing and considering stakeholder input on the survey process and the surveys to be used, the Director will make the final decision regarding the process to conduct the annual compensation survey.

Annual Compensation Survey Process

The survey process begins with the collection of data from the identified labor market. The primary survey market is Colorado. As needed, regional and national data may be considered as additional information for the decision-making purposes. The labor market must include a fair sample of public and private employers throughout the State of Colorado (this includes areas outside the Denver metropolitan area). This data is obtained through a collection of surveys, which may be published by public or private organizations or direct surveys conducted by the Division. The Division reviews the results of the surveys in order to report market findings. The Director then makes recommendations on any required increases and estimated costs regarding the three major components of total compensation. The review of any survey, the survey report, and recommendations regarding total compensation practices are not subject to appeal.

The following criteria are used to select published surveys for collection of market data:

- (1) The survey provides adequate descriptions of work to match to state classes;
- (2) The survey provides data necessary for survey analyses;
- (3) The survey adequately explains its methodologies in sample selection and data analyses;
- (4) The survey reports the effective date for pay rates or benefit contribution levels;
- (5) The survey includes appropriate labor markets for the State of Colorado;
- (6) The survey is available for the Division to examine, verify, or purchase;
- (7) The survey provides substantial value in increasing the number of job matches for the state or labor markets appropriate for the state; or
- (8) The survey is conducted by a third party for whom regular publication of professional compensation surveys for use by others is one of the major enterprises of the organization.

The Division also designs and conducts direct surveys when necessary. Such surveys are conducted to supplement data being reported in a published survey. For example, data appears to be insufficient or incomplete so additional information is needed. Direct surveys are also conducted to collect data not available in a published survey or when a published survey does not meet the criteria listed above.

The results of the annual compensation survey are contained in a report published on August 1. The Director considers this report in requesting increased funding and recommending the distribution between the two major compensation components. The General Assembly appropriates funds for salaries including performance awards and the employer contribution to group benefit plans. The effective date is July 1 for any changes unless the General Assembly, acting by bill, establishes a different date.

Rate Projection

Not all survey publications or their contributing organizations utilize the same effective date for their pay rates. In order for all survey data to have a common effective date (i.e., July 1), the Division projects salary survey data by applying the most recent annual Employment Cost Index – Wages and Salary for all Civilian Workers (ECI). The ECI is published quarterly by the U.S. Department of Labor, Bureau of Labor Statistics (BLS) and reflects the change in employment costs for civilian workers. This projection is an estimate of future market pay based on economic trends. For the annual compensation survey, the ECI is used to project all survey data to July 1 (state's effective date). This projection method ensures that the state does not use "old" data for the market comparison.

As the Director is required to report the survey findings and make the recommendations to the Governor and the General Assembly by August 1, the ECI used in the projection is the previous index issued in April. This economic index is at least 15 months away from the survey implementation date (July) of the following year. In order to reflect the economy as accurately as possible and to include some major survey publications that are available to the Division toward the end of the calendar year, the Division updates the survey findings and submits the update to the Director by December 1. The Director may use the updated findings to revise the survey recommendations, which will be published and communicated to the workforce.

Trooper Subgroup of Enforcement & Protective Services (EPS)

C.R.S. 24-50-104 (1)(a)(III)(A) requires the Division to use methodologies consistent with the other classes to determine and maintain prevailing compensation for state Troopers with two exceptions. First, the market to be used is uniquely defined as the top three law enforcement agencies within the state having more than 100 commissioned officers and the highest actual average salary. Second, if the state provides a salary adjustment to the workforce, the amount for this sub-group will be at least 99% of the actual average salary from this market while backing out FY 2003-04 survey adjustment of 3.5 percent per SB 02-273. The pay structure adjustment for the Trooper subgroup is based on the analysis of midpoint rates movements for the top three law enforcement agencies.

Individual State Job Comparison

In addition to the measurement of pay structure adjustment on an occupational group basis, the Division continues to compare the pay structure for individual state classes with the labor market. The comparison is done primarily on the basis of pay range midpoint rate comparison (similar to how it is done for occupational groups as a whole). The Division evaluates the following to determine whether individual class adjustment is necessary to realign state classes externally with the market.

- (1) The magnitude of the difference. Discretion is used in considering all of the factors, but generally, under this factor, a review does not begin until the magnitude is $\pm 7.5\%$.
- (2) Stability of the rate difference from one year to the next. Does the difference fluctuate or is it steadily above or below the market?
- (3) Duration of the difference. Has the difference appeared suddenly or been sustained for a number of years?
- (4) Nature of the labor market sample for the survey class, e.g., type of labor market, number and size of firms reported, and comparability with state jobs.
- (5) Historical and market pay relationships that exist between the class and other related classes.
- (6) Documented recruitment and retention difficulties for the survey class.
- (7) Significant market trend differences in pay practices.

The Division will also evaluate actual pay comparison for outlier classes in order to take necessary action to realign state classes both internally and externally. If individual class adjustment is warranted for purposes of external alignment with the labor market only, those recommendations are made as part of the base salary analysis in the annual compensation survey rather than adjusted through system maintenance studies. System maintenance studies may be conducted in a subsequent year when internal alignment (relationship among state classes) needs to be examined and verified with external alignment (market practices). The system maintenance studies that have fiscal impact are included as part of the annual compensation survey report or the subsequent December update.

Pay Range

A pay range is a range of pay rates between two control points: minimum and maximum. Range width is the percentage difference between these two control points. The Division reviews average market minimum and maximum range rates for the occupational groups and assesses comparability to the state's ranges. In addition, the Division reviews market practices around pay ranges such as width for different occupations or levels of jobs, progression within a range, and distribution of employees within a range for an occupation. Review of market practices in these areas provides useful information for establishing ranges comparable with the market, as well as policies and procedures for progression within pay ranges.

Performance Salary Adjustment

The Division reviews market practices around performance-based pay (PBP) and bonus systems to evaluate current policies for the state's PBP system, including but not limited to eligibility for performance awards, ratings distribution, and budgeted amount of performance awards. Typically, both national and Colorado surveys are used for

measuring market performance practices. The findings are incorporated into the annual compensation survey report.

Employer Contribution Toward Group Benefit Plans

In the annual compensation survey, the Division reviews market group plans and employers' and employees' contributions to group benefit plans including medical, dental, life, and accidental death and dismemberment. The Division conducts a comparison of general benefit plan components before premium contributions are assessed. Once plan coverage components are compared, the Division evaluates the cost of a group plan as well as how employers and employees are sharing the cost in order to determine the weighted average employer contribution in the market and recommend the state's contribution. Market premium rates for both medical and dental plans are projected based on trend information found in the market. Based on the analyses, The Division includes findings in the annual compensation survey report. The Director determines the funding required as part of the overall annual compensation recommendation.

Pay plans

Based on the annual compensation survey, various pay plans and directives are established, and procedures adopted, as required to implement the state's prevailing total compensation philosophy. A pay plan (or compensation plan) is a listing of salary schedules for all occupational groups and job classes, and other applicable premium pays. The pay plan is published prior to the implementation of salary survey adjustments.

Survey Process Audit

To ensure technically and professionally sound survey methodologies and practices, the annual compensation survey is subject to a performance audit. The Office of the State Auditor is responsible for contracting with a private firm to conduct an audit of the annual compensation survey process and application of data including any direct surveys. These performance audits are currently conducted on a biennial cycle, with the FY 2005-06 survey being audited at this time. Beginning January 1, 2005, with the FY 2006-07 survey, the audit cycle changes to every four years. An audit report is submitted to the Governor and the General Assembly by June 30 of the year of each audit. Published surveys by public and private organizations or any direct surveys conducted by the Division are confidential and shall not be revealed except to the Office of the State Auditor and the private firm conducting the audit.

Current Topics of Interest

The Director is interested in information on other total compensation topics that may result in new or revised policy and programs. The information collected and analyzed may be found in the same third-party survey sources used for the annual survey

process. Depending upon the topic, additional survey sources may be sought to answer questions or examine issues relating to these topics.

These special interest items may be used to support policy decisions on total compensation matters, but may not be a recurring survey item each year. This year, the Director will analyze two topics: eligibility for the state's benefit plans and an employee assessment of the relative importance or priority of the major compensation components.

APPENDIX B - THIRD-PARTY SURVEYS

Organization	Survey Publication	Compensation Components
MSEC	2005 Colorado Front Range Survey	Salary
CML	June 2005 download from Technology Net, Inc.	Salary & Benefits
MSEC	2005 Health Care Compensation, Winter	Salary
MSEC	2005 Front Range Briefing	Planning
MSEC	2005 Job Descriptions	Planning
HEWITT	2004 Variable Compensation Measurement Report	Variable Pay
MSEC	2005 Health & Welfare Plan Summary	Benefits
MSEC	2004 Health Care Compensation, Summer	Salary
MSEC	2005 Public Employers Survey	Salary

INDIVIDUAL CLASS ADJUSTMENTS

Since 1992, the Annual Compensation Survey Process has included the methodology to measure individual class pay grades with the prevailing market. This is in addition to the annual structure adjustments by the occupational group average percentages. The survey process includes several criteria the Division uses to measure class alignment with the market and determine when individual adjustments are necessary. The criteria used are the following.

- The magnitude of the difference between the market midpoint rate and the class midpoint. Generally, a review does not begin until the difference is greater than $\pm 7.5\%$.
- Stability of the rate of difference from one year to the next. Does the difference fluctuate or is it steadily above or below the market?
- Duration of the difference. Has the difference appeared suddenly or been sustained for a number of years?
- Nature of the labor market sample for the survey class, e.g., type of labor market, number and size of firms reported, and comparability with state jobs.
- Historical and market pay relationships that exist between the class and other related classes.
- Documented recruitment and retention difficulties for the survey class.
- Any significant market trend differences in pay practices.

When individual class adjustments are warranted for purposes of external alignment with the labor market, these recommendations are made as part of the annual survey process. Although these comparisons and any subsequent adjustments have not been made for several years due to reduced staffing and higher priority projects, this part of the survey process is now included and several recommendations follow. Some of the adjustments were anticipated due to recent trends in the labor market such as the health care industry labor shortages.

These adjustments will be implemented concurrently with the other FY 2006-2007 survey recommendations on salaries. Employees will not see a change to their individual salaries unless they fall below the new minimums for classes going upward. Employees in classes being lowered will be placed in saved pay status, if necessary, for up to three years, until the maximum for their pay range catches up to their salary amount. In rare cases when their occupational group adjustment does not “catch-up” to their saved pay amount, a few employee’s (whose pay grades are decreasing) may lose pay at the end of the three-year saved pay period. These saved pay provisions are statutory.

APPENDIX C - INDIVIDUAL CLASS ADJUSTMENTS

The Division reviewed the labor market salary data for all matched classes over the past four years, validated proper benchmarks are matched, and identified several classes needing adjustments. The table below lists those classes where adjustments are needed based on the criteria above. These changes will be effective July 1, 2006.

Class title	Class code	Pay Grade	
		Current	Recommended
Criminal Investigator Intern	A2A1IX	A32	A27
Criminal Investigator I	A2A2TX	A38	A33
Criminal Investigator II	A2A3XX	A44	A39
Criminal Investigator III	A2A4XX	A50	A45
Criminal Investigator IV	A2A5XX	A52	A47
Nurse I	C6S1XX	C47	C48
Nurse II	C6S2XX	C49	C53
Nurse III	C6S3XX	C53	C55
Mid-Level Provider	C6S4XX	C57	C59
Nurse V	C6S5XX	C62	C64
Nurse VI	C6S6XX	C67	C72
Diagnostic Procedures Tech I	C8A1TX	C27	C31
Diagnostic Procedures Tech II	C8A2XX	C33	C41
Diagnostic Procedures Tech III	C8A3XX	C42	C46
Diagnostic Procedures Tech IV	C8A4XX	C50	C55
Electrical Trades III	D6A3XX	D54	D57
Structural Trades III	D6D3XX	D46	D49
Equipment Mechanic I	D7A1TX	D34	D39
Equipment Mechanic II	D7A2XX	D42	D43
Equipment Mechanic III	D7A3XX	D44	D50
Equipment Mechanic IV	D7A4XX	D48	D53
General Labor I	D8D1TX	D26	D29
General Labor II	D8D2XX	D32	D33
Grounds & Nursery I	D8E1TX	D28	D35
Grounds & Nursery II	D8E2XX	D34	D38
Grounds & Nursery III	D8E3XX	D40	D44
Police Communications Tech	G1A2TX	G38	G41
Police Communications Supv	G1A3XX	G49	G52
Customer Support Coord Intern	G2C1IX	G44	G41
Customer Support Coord I	G2C2TX	G48	G45
Customer Support Coord II	G2C3XX	G52	G50
Data Entry Intern	G2D1IX	G20	G24
Data Entry Operator I	G2D2TX	G24	G27
Data Entry Operator II	G2D3XX	G30	G32
Administrative Assistant Intern	G3A1IX	G15	G22

APPENDIX C - INDIVIDUAL CLASS ADJUSTMENTS

Administrative Assistant I	G3A2TX	G22	G26
Administrative Assistant II	G3A3XX	G30	G34
Administrative Assistant III	G3A4XX	G38	G39
Legal Assistant I	H5E1XX	H31	H33
Legal Assistant II	H5E2XX	H37	H39
Civil Engineering Project Mgr I	I5C1**	I28	I32
Civil Engineering Project Mgr II	I5C2**	I32	I36

CLASS SERIES GRADE ADJUSTMENT EXPLANATION

Criminal Investigators – The Criminal Investigator I is the only survey class in this series. During the Enforcement and Protective Services (EPS) consolidation system study in 2002, only one year of data was available that showed this class above the market, thus the occupational specialist decided to wait until subsequent years of data were obtained. There are now four years of trend data, showing the Criminal Investigator I above the market. Because the other levels in this series are driven off internal relationships to the I, each level is being adjusted downward five pay grades to maintain the internal pay relationship and to bring the entire series closer in line with the prevailing market.

Nurses – Each level in the Nurse series is a survey class. Due to market data and reported recruitment and retention issues, each Nurse class is recommended for an upward adjustment ranging from one to five pay grades.

Diagnostic Procedures Technicians – Each level in this class series is a survey class and consistently below the market. Each class is recommended for an upward adjustment ranging from four to eight pay grades.

Electrical Trades – All three levels in this class series are survey classes. The first two levels are on the market and no grade adjustment necessary. The Electrical Trades III has been consistently below the market and recommended for a three-grade increase.

Structural Trades – All three levels in this class series are survey classes. The first two levels are on the market and no grade adjustment necessary. The Structural Trades III has been consistently below the market and recommended for a three-grade increase.

Equipment Mechanics – Each level in this class series is a survey class and consistently below the market. Each class is recommended for an upward adjustment ranging from one to six pay grades.

General Labor – General Labor I is the only survey class in this series. In order to align with the market, it is recommended the I level be adjusted upward three grades. Due to much lower turnover than the I level and no reported recruiting and retention issues, it

APPENDIX C - INDIVIDUAL CLASS ADJUSTMENTS

is recommended the II level be adjusted upward one grade to keep internal alignment. No adjustment is recommended for the III level.

Grounds & Nursery – Each level in this class series is a survey class and consistently below the market. Each class is recommended for an upward adjustment ranging from four to seven pay grades.

Police Communication Technicians – Both levels in this series are survey matches and consistently below the market with reported recruitment and retention difficulties. Each level is recommended to be adjusted upward three pay grades to align with the market.

Customer Support Coordinators – The Customer Support Coordinator I, II, and III are survey matches. The I and II levels have been consistently above the market and the trend has been growing, which is why the I level is recommended for a three grade reduction and the II a two grade reduction, to bring them closer in line with the market. For internal equity, the Intern level will also be reduced by three grades. The III is actually slightly below the market, however, within tolerance, with the difference reducing over the last year. The III level will be monitored closely with no action recommended at this time.

Data Entry – The Data Entry Intern and Operator I and II are survey matches. All three levels have been consistently below the market; however, the higher the level, the less the difference from the market. The Intern is recommended to move up four grades, the I up three grades, and the II up two grades. Because the Data Specialist and Data Supervisor are not survey classes and the data trend in the lower classes shows the higher levels to be closer to the market, there is no change recommended for the Specialist and Supervisor levels.

Administrative Assistants – Administrative Assistant Intern, I, II, III, and Office Manager I are survey matches. All four Administrative Assistant levels have been consistently below the market; however, the higher the level, the less the difference from the market. The Intern is recommended to move up seven grades, the I up four grades, the II up four grades, and the III up one grade. Office Manager I is even with the market and no changes are recommended to the Office Manager I and II levels.

Legal Assistants – Both the I and the II classes are matched in the local market surveys and have shown a consistent trend of being below the market. Turnover has been moderate, but because the trend is stable and has exceeded the threshold for at least the past three years, an adjustment of two grades upwards for both classes is recommended.

Civil Engineering Project Managers – The CEPM I class is a survey class and it has continued to lag the market for several years. While turnover for the I class is low, the

turnover for the II class is showing a definite increase; hence an adjustment upwards of four grades is warranted for both classes. Even with this adjustment, the pay relationship between these classes and the Engineer series is appropriate as the licensed PE I class remains higher than the CEPM II class after this adjustment. The EIT II and PE I classes remain consistently close to the prevailing market at their present pay grades.

COSTS

The costs of implementing these adjustments (eight classes downward and 34 classes upward) include the additional PERA, Medicare B employer contributions, and other survey adjustments. These costs cover 685 filled, permanent positions in all agencies statewide as obtained from May 2005 information in EMPL and CU and CSU systems. Classes moving downward in pay grade result in no cost or cost avoidance as employees in those classes are subject to saved pay, where appropriate. These costs are part of the annual compensation survey totals.

Other classes have been tentatively identified and may be included in next year's Annual Compensation Survey Report or scheduled for a system maintenance study because additional salary information is needed from other employers.

PERFORMANCE PAY IN THE MARKET

The published surveys used in these findings on performance pay are the annual Hewitt 2004 *Variable Compensation Measurement (VCM™) Report*, the Bureau of Legal Research (BLR) 2005 *Pay Budget Survey*, the WorldatWork 2004-2005 *Salary Budget Survey*, and the MSEC 2005 *Front Range Briefing*.

Finding

The Hewitt 2004 VCM™ Report is one of the more comprehensive national reports covering a wide variety of variable pay types. One of these, cash variable pay plans, provided the following information that has relevance to performance pay. A large majority (75%) of the participants (146 and mostly private sector firms) reported their cash variable plans had helped their business results to some degree. Among the most common performance objectives of these types of plans were: communicating business objectives, increasing revenue and/or sales, increasing the competitiveness of the employer's compensation program, and rewarding individual excellence. Other types of summary data provided include the following.

- Eighty (80) percent communicate the targets to the employees.
- Quarterly updates to plans are the most common frequency of updates.
- Awards are most often (61% of participants) expressed as a percent of pay.
- Awards are usually paid on an annual basis.
- Funding usually occurs at the corporate level versus a lower organizational level.

In the report, actual payouts in the national market compared to state awards as shown below.

VCM™ National Cash Variable Pay Plan Awards			State Awards
Salary range*	'03 Actual %	'04 Actual %	For 7/1/05, no performance awards were given. Although the 3.0% general increase was only given to employees rated satisfactory and above.
20,000 – 29,000	3.6	3.4	
30,000 – 39,000	4.1	4.5	
40,000 – 49,000	5.0	5.1	
50,000 – 59,000	5.3	5.8	
60,000 – 69,000	6.4	6.7	
70,000 – 79,000	8.0	8.0	
80,000 – 89,000	9.0	9.0	
90,000 – 99,000	10.0	10.0	
100,000 – 109,000	12.5	12.0	

*Most common salary levels in state personnel system.

The MSEC 2005 *Front Range Briefing* reported that the average non-base building incentive or bonus payout is approximately 5.5% of the eligible individual's salary.

Current Trends

Business and Legal Research (BLR) *2005 Pay Budget Survey* reports employers are budgeting for more merit increases than general increases. Further, the WorldatWork *2004-2005 Salary Budget Survey* reports a rise in the use of variable pay for the fourth consecutive year. The last few months (April '04 – October '04) have shown “even larger bursts”.

Conclusion

From the above market information, the Division found that the state continues to lag the market in its performance awards and needs to increase those if the state is to be successful in meeting its business objectives and rewarding top performers in a meaningful way. As reported by all three national surveys, employers are increasing the amounts of performance and merit increases over general salary increases.

APPENDIX E - COMPENSATION PLAN

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
A1A1TX		CORRECTIONS CASE MGR I	A30	A-EPS	3753	5335	8774	1	A30	3565	5170
A1A2XX		CORRECTIONS CASE MGR II	A34	A-EPS	4137	5882	8774	1	A34	3930	5700
A1A3XX		CORRECTIONS CASE MGR III	A36	A-EPS	4345	6175	8774	0	A36	4128	5984
A1D1IX		CORR/YTH/CLIN SEC INTERN	A13	A-EPS	2487	3537	8774	1	A13	2362	3427
A1D2TX		CORR/YTH/CLIN SEC OFF I	A22	A-EPS	3090	4389	8774	1	A22	2935	4253
A1D3XX		CORR/YTH/CLIN SEC OFF II	A26	A-EPS	3404	4839	8774	1	A26	3234	4689
A1D4XX		CORR/YTH/CLN SEC SPEC III	A30	A-EPS	3753	5335	8774	1	A30	3565	5170
A1D5XX		CORR/YTH/CLN SEC SUPV III	A30	A-EPS	3753	5335	8774	1	A30	3565	5170
A1D6XX		CORR OR YTH SEC OFF IV	A36	A-EPS	4345	6175	8774	1	A36	4128	5984
A1D7XX		CORR OR YTH SEC OFF V	A40	A-EPS	4790	6808	8774	0	A40	4550	6597
A1K1TX		CORR SUPP LIC TRADES SUPV I	A27	A-EPS	3499	4974	8774	1	A27	3324	4820
A1K2XX		CORR SUPP LIC TRADES SUPV II	A31	A-EPS	3856	5480	8774	1	A31	3663	5310
A1K3XX		CORR SUPP LIC TRADES SUPV III	A36	A-EPS	4345	6175	8774	0	A36	4128	5984
A1L1TX		CORR SUPP TRADES SUPV I	A26	A-EPS	3404	4839	8774	1	A26	3234	4689
A1L2XX		CORR SUPP TRADES SUPV II	A30	A-EPS	3753	5335	8774	1	A30	3565	5170
A1L3XX		CORR SUPP TRADES SUPV III	A36	A-EPS	4345	6175	8774	0	A36	4128	5984
A1L4XX		CORR SUPP TRADES SUPV IV	A40	A-EPS	4790	6808	8774	0	A40	4550	6597
A2A1IX		CRIMINAL INVESTIGATOR INT	A27	A-EPS	3499	4974	8774	0	A32	3743	5429
A2A2TX		CRIMINAL INVESTIGATOR I	A33	A-EPS	4048	5756	8774	0	A38	4334	6282
A2A3XX		CRIMINAL INVESTIGATOR II	A39	A-EPS	4686	6663	8774	0	A44	5015	7275
A2A4XX		CRIMINAL INVESTIGATOR III	A45	A-EPS	5423	7712	8774	0	A50	5807	8421
A2A5XX		CRIMINAL INVESTIGATOR IV	A47	A-EPS	5695	8097	8774	0	A52#	6097	8619
A3C1TX		COMMUNITY PAROLE OFF	A92	A-EPS	3171	5756	8774	0	A92	3013	5578
A3C2XX		COMM PAROLE TEAM LDR	A35	A-EPS	4250	6041	8774	0	A35	4038	5854
A3C3XX		COMM PAROLE SUPV	A39	A-EPS	4686	6663	8774	0	A39	4452	6456
A3C4XX		COMM PAROLE MGR	A43	A-EPS	5165	7345	8774	0	A43	4907	7117
A4A1IX		STATE PATROL INTERN	A81	A-EPS	3373	4795	8774	0	A81	3147	4562
A4A3TX		STATE PATROL TROOPER	A82	A-EPS	3906	5550	8774	0	A82	3643	5281

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
A4A4XX		STATE PATROL TROOPER III	A83	A-EPS	4106	5836	8774	0	A83	3830	5553
A4A5XX		STATE PATROL SUPERVISOR	A84	A-EPS	4622	6570	8774	0	A84	4311	6251
A4A6XX		STATE PATROL ADMIN I	A85	A-EPS	5233	7441	8774	0	A85	4881	7080
A4A7XX		STATE PATROL ADMIN II	A86	A-EPS	5862	8333	8774	0	A86	5468	7929
A4B1IX		POLICE OFFICER INTERN	A23	A-EPS	3171	4512	8774	0	A23	3013	4372
A4B2TX		POLICE OFFICER I	A27	A-EPS	3499	4974	8774	0	A27	3324	4820
A4B3XX		POLICE OFFICER II	A32	A-EPS	3940	5603	8774	0	A32	3743	5429
A4B4XX		POLICE OFFICER III	A39	A-EPS	4686	6663	8774	0	A39	4452	6456
A4B5XX		POLICE ADMINISTRATOR I	A45	A-EPS	5423	7712	8774	0	A45	5152	7473
A4B6XX		POLICE ADMINISTRATOR II	A49	A-EPS	5981	8504	8774	0	A49	5682	8240
A4C1TX		SAFETY SECURITY OFF I	A27	A-EPS	3499	4974	8774	0	A27	3324	4820
A4C3XX		SAFETY SECURITY OFF III	A36	A-EPS	4345	6175	8774	0	A36	4128	5984
A9A1TX		ANG PATROL OFFICER I	A12	A-EPS	2419	3441	8774	1	A12	2298	3334
A9A2XX		ANG PATROL OFFICER II	A16	A-EPS	2669	3794	8774	1	A16	2536	3676
A9A3XX		ANG PATROL OFFICER III	A22	A-EPS	3090	4389	8774	1	A22	2935	4253
B1A1TX		ACCOUNTANT I	B27	B-FS	3160	4709	8774	0	B27	3064	4658
B1A2XX		ACCOUNTANT II	B31	B-FS	3483	5191	8774	0	B31	3378	5135
B1A3XX		ACCOUNTANT III	B40	B-FS	4326	6450	8774	0	B40	4195	6380
B1A4XX		ACCOUNTANT IV	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B1C1TX		ACCOUNTING TECHNICIAN I	B10	B-FS	2082	3104	8774	1	B10	2019	3070
B1C2XX		ACCOUNTING TECHNICIAN II	B13	B-FS	2247	3349	8774	1	B13	2179	3313
B1C3XX		ACCOUNTING TECHNICIAN III	B19	B-FS	2601	3873	8774	1	B19	2522	3831
B1C4XX		ACCOUNTING TECHNICIAN IV	B27	B-FS	3160	4709	8774	0	B27	3064	4658
B1D1XX		CONTROLLER I	B46	B-FS	5011	7466	8774	0	B46	4860	7385
B1D2XX		CONTROLLER II	B51	B-FS	5676	8456	8774	0	B51	5504	8364
B1D3XX	#	CONTROLLER III	B56 #	B-FS	6413	8774	8774	0	B56 #	6219	8619
B2A1IX		AUDIT INTERN	B20	B-FS	2657	3959	8774	0	B20	2577	3916
B2A2TX		AUDITOR I	B26	B-FS	3076	4584	8774	0	B26	2983	4534
B2A3XX		AUDITOR II	B32	B-FS	3560	5306	8774	0	B32	3452	5248

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
B2A4XX		AUDITOR III	B39	B-FS	4235	6311	8774	0	B39	4107	6242
B2A5XX		AUDITOR IV	B47	B-FS	5146	7670	8774	0	B47	4990	7587
B2A6XX		AUDITOR V	B52	B-FS	5801	8643	8774	0	B52	5625	8549
B2F1TX		BUDGET ANALYST I	B30	B-FS	3393	5056	8774	0	B30	3290	5001
B2F2XX		BUDGET ANALYST II	B36	B-FS	3926	5850	8774	0	B36	3807	5786
B2F3XX		BUDGET & POLICY ANLST III	B44	B-FS	4771	7109	8774	0	B44	4626	7032
B2F4XX		BUDGET & POLICY ANLST IV	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B2F5XX	#	BUDGET & POLICY ANLST V	B53 #	B-FS	5958	8774	8774	0	B53 #	5777	8619
B2G1IX		FIN/CREDIT EXAMINER INT	B30	B-FS	3393	5056	8774	0	B30	3290	5001
B2G2TX		FIN/CREDIT EXAMINER I	B36	B-FS	3926	5850	8774	0	B36	3807	5786
B2G3XX		FIN/CREDIT EXAMINER II	B40	B-FS	4326	6450	8774	0	B40	4195	6380
B2G4XX		FIN/CREDIT EXAMINER III	B44	B-FS	4771	7109	8774	0	B44	4626	7032
B2G5XX		FIN/CREDIT EXAMINER IV	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B2G6XX		FIN/CREDIT EXAMINER V	B52	B-FS	5801	8643	8774	0	B52	5625	8549
B2H1IX		RATE/FINANCIAL ANLYST INT	B25	B-FS	3010	4485	8774	0	B25	2919	4436
B2H2TX		RATE/FINANCIAL ANLYST I	B31	B-FS	3483	5191	8774	0	B31	3378	5135
B2H3XX		RATE/FINANCIAL ANLYST II	B39	B-FS	4235	6311	8774	0	B39	4107	6242
B2H4XX		RATE/FINANCIAL ANLYST III	B45	B-FS	4902	7303	8774	0	B45	4754	7224
B2H5XX		RATE/FINANCIAL ANLYST IV	B51	B-FS	5676	8456	8774	0	B51	5504	8364
B2H6XX	#	RATE/FINANCIAL ANLYST V	B55 #	B-FS	6257	8774	8774	0	B55 #	6067	8619
B3C2TX		INVESTMENT OFFICER I	B40	B-FS	4326	6450	8774	0	B40	4195	6380
B3C3XX		INVESTMENT OFFICER II	B48	B-FS	5261	7840	8774	0	B48	5102	7755
B3C4XX	#	INVESTMENT OFFICER III	B53 #	B-FS	5958	8774	8774	0	B53 #	5777	8619
B3E1IX		PROPERTY TAX SPEC INTERN	B25	B-FS	3010	4485	8774	0	B25	2919	4436
B3E2TX		PROPERTY TAX SPEC I	B30	B-FS	3393	5056	8774	0	B30	3290	5001
B3E3XX		PROPERTY TAX SPEC II	B36	B-FS	3926	5850	8774	0	B36	3807	5786
B3E4XX		PROPERTY TAX SPEC III	B44	B-FS	4771	7109	8774	0	B44	4626	7032
B3E5XX		PROPERTY TAX SPEC IV	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B3F1IX		REVENUE AGENT INTERN	B25	B-FS	3010	4485	8774	0	B25	2919	4436

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
B3F2TX		REVENUE AGENT I	B31	B-FS	3483	5191	8774	0	B31	3378	5135
B3F3XX		REVENUE AGENT II	B37	B-FS	4033	6010	8774	0	B37	3911	5945
B3F4XX		REVENUE AGENT III	B45	B-FS	4902	7303	8774	0	B45	4754	7224
B3F5XX		REVENUE AGENT IV	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B3G1IX		OUT-OF-STATE REV AGENT IN	B49	B-FS	5405	8052	8774	0	B49	5241	7964
B3G2TX		OUT-OF-STATE REV AGENT	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B3H1XX		TAX CONFEREE I	B50	B-FS	5524	8230	8774	0	B50	5357	8140
B3H2XX		TAX CONFEREE II	B52	B-FS	5801	8643	8774	0	B52	5625	8549
B3J1IX		TAX COMPLIANCE AGENT IN	B28	B-FS	3229	4813	8774	0	B28	3132	4761
B3J2TX		TAX COMPLIANCE AGENT I	B32	B-FS	3560	5306	8774	0	B32	3452	5248
B3J3XX		TAX COMPLIANCE AGENT II	B38	B-FS	4123	6144	8774	0	B38	3998	6077
B3J4XX		TAX COMPLIANCE AGENT III	B42	B-FS	4545	6773	8774	0	B42	4408	6699
B3K1TX		TAX EXAMINER I	B23	B-FS	2868	4272	8774	1	B23	2781	4226
B3K2XX		TAX EXAMINER II	B27	B-FS	3160	4709	8774	1	B27	3064	4658
B3K3XX		TAX EXAMINER III	B33	B-FS	3658	5451	8774	0	B33	3547	5392
B3K4XX		TAX EXAMINER IV	B38	B-FS	4123	6144	8774	0	B38	3998	6077
B3K5XX		TAX EXAMINER V	B46	B-FS	5011	7466	8774	0	B46	4860	7385
C4J2XX		CLIN BEHAV SPEC II	C46	C-HCS	3637	5314	8774	0	C46	3422	5100
C4J3XX		CLIN BEHAV SPEC III	C50	C-HCS	4012	5858	8774	0	C50	3774	5622
C4K1XX		GENETIC COUNSELOR	C52	C-HCS	4211	6151	8774	0	C52	3962	5903
C4L1TX		SOCIAL WORK/COUNSELOR I	C39	C-HCS	3073	4492	8774	1	C39	2892	4311
C4L2XX		SOCIAL WORK/COUNSELOR II	C44	C-HCS	3464	5061	8774	0	C44	3259	4857
C4L3XX		SOCIAL WORK/COUNSELOR III	C48	C-HCS	3818	5579	8774	0	C48	3592	5354
C4L4XX		SOCIAL WORK/COUNSELOR IV	C50	C-HCS	4012	5858	8774	0	C50	3774	5622
C4M1XX		PSYCHOLOGIST CANDIDATE	C56	C-HCS	4641	6780	8774	0	C56	4367	6507
C4M2XX		PSYCHOLOGIST I	C59	C-HCS	5007	7312	8774	0	C59	4711	7017
C4M3XX		PSYCHOLOGIST II	C62	C-HCS	5373	7849	8774	0	C62	5056	7533
C5J1IX		CLINICAL THERAPIST I	C33	C-HCS	2658	3881	8774	1	C33	2501	3725
C5J2TX		CLINICAL THERAPIST II	C37	C-HCS	2929	4277	8774	1	C37	2756	4105

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
C5J3XX		CLINICAL THERAPIST III	C41	C-HCS	3229	4715	8774	0	C41	3038	4525
C5J4XX		CLINICAL THERAPIST IV	C50	C-HCS	4012	5858	8774	0	C50	3774	5622
C5J5XX		CLINICAL THERAPIST V	C54	C-HCS	4421	6456	8774	0	C54	4159	6196
C5K1IX		THERAPIST I	C42	C-HCS	3298	4818	8774	1	C42	3103	4624
C5K2TX		THERAPIST II	C47	C-HCS	3737	5459	8774	1	C47	3516	5239
C5K3XX		THERAPIST III	C52	C-HCS	4211	6151	8774	0	C52	3962	5903
C5K4XX		THERAPIST IV	C59	C-HCS	5007	7312	8774	0	C59	4711	7017
C5L1TX		THERAPY ASSISTANT I	C28	C-HCS	2345	3425	8774	1	C28	2206	3287
C5L2XX		THERAPY ASSISTANT II	C32	C-HCS	2586	3776	8774	1	C32	2433	3624
C5L3XX		THERAPY ASSISTANT III	C36	C-HCS	2849	4163	8774	1	C36	2680	3995
C5L4XX		THERAPY ASSISTANT IV	C38	C-HCS	2992	4371	8774	1	C38	2815	4195
C6P1TX		CLIENT CARE AIDE I	C14	C-HCS	1668	2436	8774	3	C14	1569	2338
C6P2XX		CLIENT CARE AIDE II	C20	C-HCS	1932	2819	8774	3	C20	1818	2705
C6Q1TX		DENTAL CARE I	C20	C-HCS	1932	2819	8774	1	C20	1818	2705
C6Q2XX		DENTAL CARE II	C26	C-HCS	2234	3264	8774	1	C26	2102	3132
C6Q3XX		DENTAL CARE III	C36	C-HCS	2849	4163	8774	1	C36	2680	3995
C6Q4XX		DENTAL CARE IV	C40	C-HCS	3143	4590	8774	1	C40	2957	4405
C6Q5XX		DENTAL CARE V	C46	C-HCS	3637	5314	8774	0	C46	3422	5100
C6R1TX		HEALTH CARE TECH I	C28	C-HCS	2345	3425	8774	3	C28	2206	3287
C6R2XX		HEALTH CARE TECH II	C30	C-HCS	2462	3598	8774	1	C30	2317	3453
C6R3XX		HEALTH CARE TECH III	C34	C-HCS	2713	3965	8774	1	C34	2553	3805
C6R4XX		HEALTH CARE TECH IV	C38	C-HCS	2992	4371	8774	1	C38	2815	4195
C6S1XX		NURSE I	C48	C-HCS	3818	5579	8774	1	C47	3516	5239
C6S2XX		NURSE II	C53	C-HCS	4326	6319	8774	1	C49	3689	5502
C6S3XX		NURSE III	C55	C-HCS	4541	6633	8774	1	C53	4070	6064
C6S4XX		MID-LEVEL PROVIDER	C59	C-HCS	5007	7312	8774	1	C57	4486	6684
C6S5XX		NURSE V	C64	C-HCS	5641	8241	8774	0	C62	5056	7533
C6S6XX	#	NURSE VI	C72 #	C-HCS	6856	8774	8774	0	C67	5725	8531
C6T1XX	#	NURSE ANESTHETIST	C75 #	C-HCS	7389	8774	8774	0	C75 #	6952	8619

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
C6U1TX		MENTAL HLTH CLINICIAN I	C31	C-HCS	2531	3695	8774	1	C31	2381	3546
C6U2XX		MENTAL HLTH CLINICIAN II	C35	C-HCS	2788	4074	8774	1	C35	2623	3910
C6U3XX		MENTAL HLTH CLINICIAN III	C39	C-HCS	3073	4492	8774	1	C39	2892	4311
C7A1XX		CLINICAL TEAM LEADER	C64	C-HCS	5641	8241	8774	0	C64	5307	7909
C7B1TX		COMMUNITY WORKER I	C17	C-HCS	1797	2626	8774	1	C17	1691	2520
C7B2XX		COMMUNITY WORKER II	C23	C-HCS	2082	3041	8774	1	C23	1959	2918
C7C1IX		HEALTH PROFESSIONAL I	C39	C-HCS	3073	4492	8774	0	C39	2892	4311
C7C2TX		HEALTH PROFESSIONAL II	C44	C-HCS	3464	5061	8774	0	C44	3259	4857
C7C3XX		HEALTH PROFESSIONAL III	C50	C-HCS	4012	5858	8774	0	C50	3774	5622
C7C4XX		HEALTH PROFESSIONAL IV	C54	C-HCS	4421	6456	8774	0	C54	4159	6196
C7C5XX		HEALTH PROFESSIONAL V	C58	C-HCS	4875	7121	8774	0	C58	4586	6834
C7C6XX		HEALTH PROFESSIONAL VI	C62	C-HCS	5373	7849	8774	0	C62	5056	7533
C7C7XX		HEALTH PROFESSIONAL VII	C66	C-HCS	5923	8652	8774	0	C66	5573	8303
C7D1IX		HCS TRAINEE I	C14	C-HCS	1668	2436	8774	1	C14	1569	2338
C7D2IX		HCS TRAINEE II	C22	C-HCS	2026	2960	8774	1	C22	1906	2841
C7D3IX		HCS TRAINEE III	C33	C-HCS	2658	3881	8774	1	C33	2501	3725
C7E1XX		NURSE CONSULTANT	C62	C-HCS	5373	7849	8774	0	C62	5056	7533
C8A1TX		DIAG PROCED TECHNOL I	C31	C-HCS	2531	3695	8774	3	C27	2160	3217
C8A2XX		DIAG PROCED TECHNOL II	C41	C-HCS	3229	4715	8774	3	C33	2501	3725
C8A3XX		DIAG PROCED TECHNOL III	C46	C-HCS	3637	5314	8774	3	C42	3103	4624
C8A4XX		DIAG PROCED TECHNOL IV	C55	C-HCS	4541	6633	8774	0	C50	3774	5622
C8B1IX		DIETITIAN I	C40	C-HCS	3143	4590	8774	1	C40	2957	4405
C8B2TX		DIETITIAN II	C44	C-HCS	3464	5061	8774	1	C44	3259	4857
C8B3XX		DIETITIAN III	C48	C-HCS	3818	5579	8774	0	C48	3592	5354
C8C1TX		LABORATORY SUPPORT I	C17	C-HCS	1797	2626	8774	1	C17	1691	2520
C8C2XX		LABORATORY SUPPORT II	C23	C-HCS	2082	3041	8774	1	C23	1959	2918
C8C3XX		LABORATORY SUPPORT III	C30	C-HCS	2462	3598	8774	1	C30	2317	3453
C8D1TX		LABORATORY TECHNOLOGY I	C37	C-HCS	2929	4277	8774	3	C37	2756	4105
C8D2XX		LABORATORY TECHNOLOGY II	C41	C-HCS	3229	4715	8774	3	C41	3038	4525

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
C8D3XX		LABORATORY TECHNOLOGY III	C47	C-HCS	3737	5459	8774	3	C47	3516	5239
C8D4XX		LABORATORY TECHNOLOGY IV	C51	C-HCS	4121	6019	8774	3	C51	3877	5776
C8E1XX		PHARMACY I	C66	C-HCS	5923	8652	8774	1	C66	5573	8303
C8E2XX	#	PHARMACY II	C70 #	C-HCS	6530	8774	8774	1	C70 #	6144	8619
C8E3XX	#	PHARMACY III	C73 #	C-HCS	7046	8774	8774	1	C73 #	6630	8619
C8F1TX		PHARMACY TECHNICIAN I	C24	C-HCS	2126	3107	8774	1	C24	2000	2982
C8F2XX		PHARMACY TECHNICIAN II	C28	C-HCS	2345	3425	8774	1	C28	2206	3287
C9A1TX		ANIMAL CARE I	C24	C-HCS	2126	3107	8774	1	C24	2000	2982
C9A2XX		ANIMAL CARE II	C30	C-HCS	2462	3598	8774	1	C30	2317	3453
C9A3XX		ANIMAL CARE III	C38	C-HCS	2992	4371	8774	1	C38	2815	4195
C9B1XX		VETERINARIAN I	C65	C-HCS	5798	8466	8774	0	C65	5455	8125
C9B2XX	#	VETERINARIAN II	C69 #	C-HCS	6392	8774	8774	0	C69 #	6014	8619
C9B3XX	#	VETERINARIAN III	C72 #	C-HCS	6856	8774	8774	0	C72 #	6451	8619
C9C1TX		VETERINARY TECHNOLOGY I	C27	C-HCS	2296	3352	8774	1	C27	2160	3217
C9C2XX		VETERINARY TECHNOLOGY II	C35	C-HCS	2788	4074	8774	1	C35	2623	3910
C9C3XX		VETERINARY TECHNOLOGY III	C38	C-HCS	2992	4371	8774	1	C38	2815	4195
C9C4XX		VETERINARY TECHNOLOGY IV	C41	C-HCS	3229	4715	8774	1	C41	3038	4525
D6A1TX		ELECTRICAL TRADES I	D44	D-LTC	2994	4259	8774	1	D44	2889	4192
D6A2XX		ELECTRICAL TRADES II	D49	D-LTC	3376	4798	8774	1	D49	3258	4722
D6A3XX		ELECTRICAL TRADES III	D57	D-LTC	4102	5831	8774	1	D54	3688	5346
D6B1TX		MACHINING TRADES I	D42	D-LTC	2853	4055	8774	1	D42	2753	3991
D6B2XX		MACHINING TRADES II	D46	D-LTC	3146	4470	8774	1	D46	3035	4400
D6B3XX		MACHINING TRADES III	D52	D-LTC	3641	5177	8774	1	D52	3514	5095
D6B4XX		MACHINING TRADES IV	D58	D-LTC	4214	5989	8774	0	D58	4066	5895
D6C1TX		PIPE/MECH TRADES I	D43	D-LTC	2916	4145	8774	1	D43	2814	4080
D6C2XX		PIPE/MECH TRADES II	D49	D-LTC	3376	4798	8774	1	D49	3258	4722
D6C3XX		PIPE/MECH TRADES III	D55	D-LTC	3906	5553	8774	1	D55	3769	5466
D6D1TX		STRUCTURAL TRADES I	D34	D-LTC	2347	3340	8774	1	D34	2265	3287
D6D2XX		STRUCTURAL TRADES II	D40	D-LTC	2716	3862	8774	1	D40	2621	3801

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
D6D3XX		STRUCTURAL TRADES III	D49	D-LTC	3376	4798	8774	1	D46	3035	4400
D6E1TX		UTILITY PLANT OPER I	D49	D-LTC	3376	4798	8774	1	D49	3258	4722
D6E2XX		UTILITY PLANT OPER II	D55	D-LTC	3906	5553	8774	1	D55	3769	5466
D7A1TX		EQUIPMENT MECHANIC I	D39	D-LTC	2645	3759	8774	1	D34	2265	3287
D7A2XX		EQUIPMENT MECHANIC II	D43	D-LTC	2916	4145	8774	1	D42	2753	3991
D7A3XX		EQUIPMENT MECHANIC III	D50	D-LTC	3467	4928	8774	1	D44	2889	4192
D7A4XX		EQUIPMENT MECHANIC IV	D53	D-LTC	3719	5289	8774	0	D48	3188	4618
D7B1TX		EQUIPMENT OPERATOR I	D25	D-LTC	1879	2673	8774	1	D25	1813	2631
D7B2XX		EQUIPMENT OPERATOR II	D31	D-LTC	2177	3094	8774	1	D31	2100	3045
D7B3XX		EQUIPMENT OPERATOR III	D37	D-LTC	2518	3580	8774	1	D37	2430	3524
D7B4XX		EQUIPMENT OPERATOR IV	D41	D-LTC	2776	3948	8774	1	D41	2679	3886
D7C1TX		PRODUCTION I	D21	D-LTC	1705	2425	8774	1	D21	1646	2387
D7C2XX		PRODUCTION II	D27	D-LTC	1974	2805	8774	1	D27	1905	2761
D7C3XX		PRODUCTION III	D31	D-LTC	2177	3094	8774	1	D31	2100	3045
D7C4XX		PRODUCTION IV	D36	D-LTC	2465	3503	8774	1	D36	2379	3448
D7C5XX		PRODUCTION V	D46	D-LTC	3146	4470	8774	0	D46	3035	4400
D7D1TX		TRANSPORTATION MTC I	D37	D-LTC	2518	3580	8774	1	D37	2430	3524
D7D2XX		TRANSPORTATION MTC II	D41	D-LTC	2776	3948	8774	1	D41	2679	3886
D7D3XX		TRANSPORTATION MTC III	D50	D-LTC	3467	4928	8774	0	D50	3345	4850
D8A1TX		BARBER/COSMETOLOGIST	D24	D-LTC	1838	2614	8774	1	D24	1774	2573
D8B1TX		CUSTODIAN I	D19	D-LTC	1623	2309	8774	1	D19	1566	2273
D8B2XX		CUSTODIAN II	D23	D-LTC	1791	2545	8774	1	D23	1728	2505
D8B3XX		CUSTODIAN III	D35	D-LTC	2399	3411	8774	1	D35	2315	3357
D8B4XX		CUSTODIAN IV	D44	D-LTC	2994	4259	8774	0	D44	2889	4192
D8C1TX		DINING SERVICES I	D14	D-LTC	1440	2047	8774	1	D14	1390	2015
D8C2XX		DINING SERVICES II	D18	D-LTC	1589	2261	8774	1	D18	1533	2225
D8C3XX		DINING SERVICES III	D24	D-LTC	1838	2614	8774	1	D24	1774	2573
D8C4XX		DINING SERVICES IV	D28	D-LTC	2028	2883	8774	1	D28	1957	2838
D8C5XX		DINING SERVICES V	D36	D-LTC	2465	3503	8774	1	D36	2379	3448

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
D8D1TX		GENERAL LABOR I	D29	D-LTC	2073	2945	8774	1	D26	1864	2703
D8D2XX		GENERAL LABOR II	D33	D-LTC	2284	3247	8774	1	D32	2159	3128
D8D3XX		GENERAL LABOR III	D38	D-LTC	2589	3680	8774	1	D38	2498	3622
D8E1TX		GROUND & NURSERY I	D35	D-LTC	2399	3411	8774	1	D28	1957	2838
D8E2XX		GROUND & NURSERY II	D38	D-LTC	2589	3680	8774	1	D34	2265	3287
D8E3XX		GROUND & NURSERY III	D44	D-LTC	2994	4259	8774	1	D40	2621	3801
D8F1IX		LTC TRAINEE I	D10	D-LTC	1306	1858	8774	1	D10	1260	1829
D8F2IX		LTC TRAINEE II	D15	D-LTC	1475	2096	8774	1	D15	1423	2063
D8F3IX		LTC TRAINEE III	D22	D-LTC	1750	2491	8774	1	D22	1689	2452
D8F4IX		LTC TRAINEE IV	D26	D-LTC	1932	2746	8774	1	D26	1864	2703
D8F5IX		LTC TRAINEE V	D30	D-LTC	2130	3027	8774	1	D30	2055	2979
D8F7IX		LTC TRAINEE VII	D38	D-LTC	2589	3680	8774	1	D38	2498	3622
D8G1TX		MATERIALS HANDLER I	D28	D-LTC	2028	2883	8774	1	D28	1957	2838
D8G2XX		MATERIALS HANDLER II	D36	D-LTC	2465	3503	8774	1	D36	2379	3448
D8G3XX		MATERIALS HANDLER III	D44	D-LTC	2994	4259	8774	1	D44	2889	4192
D8G4XX		MATERIALS SUPERVISOR	D52	D-LTC	3641	5177	8774	0	D52	3514	5095
D8H1TX		SECURITY I	D25	D-LTC	1879	2673	8774	1	D25	1813	2631
D8H2XX		SECURITY II	D30	D-LTC	2130	3027	8774	1	D30	2055	2979
D8H3XX		SECURITY III	D36	D-LTC	2465	3503	8774	0	D36	2379	3448
D9A1TX		CORRECTL INDUS SUPV I	D47	D-LTC	3215	4569	8774	1	D47	3102	4497
D9A2XX		CORRECTL INDUS SUPV II	D54	D-LTC	3822	5432	8774	1	D54	3688	5346
D9A3XX		CORRECTL INDUS SUPV III	D63	D-LTC	4749	6748	8774	1	D63	4583	6642
D9B1IX		ENGR/PHYS SCI ASST I	D26	D-LTC	1932	2746	8774	1	D26	1864	2703
D9B2TX		ENGR/PHYS SCI ASST II	D32	D-LTC	2238	3178	8774	1	D32	2159	3128
D9B3XX		ENGR/PHYS SCI ASST III	D38	D-LTC	2589	3680	8774	1	D38	2498	3622
D9C1TX		INSPECTOR I	D47	D-LTC	3215	4569	8774	1	D47	3102	4497
D9C2XX		INSPECTOR II	D53	D-LTC	3719	5289	8774	1	D53	3589	5206
D9C3XX		INSPECTOR III	D57	D-LTC	4102	5831	8774	1	D57	3959	5739
D9D1TX		LTC OPERATIONS I	D56	D-LTC	4013	5708	8774	0	D56	3872	5618

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
D9D2XX		LTC OPERATIONS II	D60	D-LTC	4425	6287	8774	0	D60	4270	6188
D9E1TX		PROJECT PLANNER I	D55	D-LTC	3906	5553	8774	0	D55	3769	5466
D9E2XX		PROJECT PLANNER II	D61	D-LTC	4523	6428	8774	0	D61	4364	6327
D9F1TX		SCHEDULER	D36	D-LTC	2465	3503	8774	1	D36	2379	3448
E1A1XX		DENTIST I	E10	E-MED	8094	11823	11832	0	E10	7615	11346
E1A2XX	#	DENTIST II	E11 #	E-MED	8298	11832	11832	0	E11 #	7807	11623
E1A3XX	#	DENTIST III	E12 #	E-MED	8497	11832	11832	0	E12 #	7994	11623
E2A1XX	#	PHYSICIAN I	E13 #	E-MED	10551	11832	11832	0	E13 #	9927	11623
E2A2XX	#	PHYSICIAN II	E15 #	E-MED	11365	11832	11832	0	E15 #	10693	11623
E3A1XX	#	PUB HLTH MED ADMIN I	E13 #	E-MED	10551	11832	11832	0	E13 #	9927	11623
E3A2XX	#	PUB HLTH MED ADMIN II	E14 #	E-MED	10951	11832	11832	0	E14 #	10303	11623
G1A2TX		POLICE COMMUNICATION TECH	G41	G-ASR	2756	4004	8774	1	G38	2461	3643
G1A3XX		POLICE COMMUNICATION SUPV	G52	G-ASR	3617	5247	8774	1	G49	3210	4752
G1B2TX		SERVICE DISPATCHER	G31	G-ASR	2164	3135	8774	1	G31	2072	3062
G1C1IX		TELEPHONE OPERATOR INTERN	G16	G-ASR	1504	2181	8774	1	G16	1440	2130
G1C2TX		TELEPHONE OPERATOR I	G20	G-ASR	1658	2406	8774	1	G20	1587	2350
G1C3XX		TELEPHONE OPERATOR II	G26	G-ASR	1919	2783	8774	1	G26	1837	2718
G2A1IX		COMPUTER OPERATOR INTERN	G30	G-ASR	2115	3071	8774	1	G30	2025	2999
G2A2TX		COMPUTER OPERATOR I	G34	G-ASR	2333	3385	8774	1	G34	2233	3306
G2A3XX		COMPUTER OPERATOR II	G42	G-ASR	2835	4111	8774	1	G42	2714	4015
G2A4XX		COMPUTER OPER SUPV I	G54	G-ASR	3797	5511	8774	1	G54	3636	5382
G2A5XX		COMPUTER OPER SUPV II	G62	G-ASR	4613	6697	8774	0	G62	4417	6540
G2B1IX		COMPUTER PROD COORD INT	G24	G-ASR	1827	2651	8774	1	G24	1749	2589
G2B2TX		COMPUTER PROD COORD I	G28	G-ASR	2016	2922	8774	1	G28	1930	2854
G2C1IX		CUST SUPPORT INTERN	G41	G-ASR	2756	4004	8774	1	G44	2850	4216
G2C2TX		CUST SUPPORT COORD I	G45	G-ASR	3042	4413	8774	1	G48	3140	4647
G2C3XX		CUST SUPPORT COORD II	G50	G-ASR	3447	4998	8774	1	G52	3463	5124
G2C4XX		CUST SUPPORT COORD III	G58	G-ASR	4186	6074	8774	0	G58	4008	5932
G2D1IX		DATA ENTRY INTERN	G24	G-ASR	1827	2651	8774	1	G20	1587	2350

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
G2D2TX		DATA ENTRY OPERATOR I	G27	G-ASR	1961	2846	8774	1	G24	1749	2589
G2D3XX		DATA ENTRY OPERATOR II	G32	G-ASR	2223	3226	8774	1	G30	2025	2999
G2D4XX		DATA SPECIALIST	G38	G-ASR	2570	3730	8774	1	G38	2461	3643
G2D5XX		DATA SUPERVISOR	G43	G-ASR	2898	4204	8774	1	G43	2774	4105
G3A1IX		ADMIN ASSISTANT INT	G22	G-ASR	1740	2525	8774	1	G15	1403	2076
G3A2TX		ADMIN ASSISTANT I	G26	G-ASR	1919	2783	8774	1	G22	1666	2466
G3A3XX		ADMIN ASSISTANT II	G34	G-ASR	2333	3385	8774	1	G30	2025	2999
G3A4XX		ADMIN ASSISTANT III	G39	G-ASR	2625	3813	8774	1	G38	2461	3643
G3A5XX		OFFICE MANAGER I	G46	G-ASR	3124	4535	8774	0	G46	2991	4429
G3A6XX		OFFICE MANAGER II	G50	G-ASR	3447	4998	8774	0	G50	3300	4881
G3B2TX		HEARINGS REPORTER	G52	G-ASR	3617	5247	8774	1	G52	3463	5124
G3C2TX		LIBRARY TECHNICIAN I	G34	G-ASR	2333	3385	8774	1	G34	2233	3306
G3C3XX		LIBRARY TECHNICIAN II	G38	G-ASR	2570	3730	8774	1	G38	2461	3643
G3C4XX		LIBRARY TECHNICIAN III	G42	G-ASR	2835	4111	8774	0	G42	2714	4015
G3D1TX		MEDICAL RECORDS TECH I	G37	G-ASR	2501	3630	8774	1	G37	2395	3545
G3D2XX		MEDICAL RECORDS TECH II	G43	G-ASR	2898	4204	8774	1	G43	2774	4105
G3D3XX		MEDICAL RECORDS TECH III	G49	G-ASR	3353	4866	8774	1	G49	3210	4752
G3E1TX		MUSEUM GUIDE	G23	G-ASR	1780	2582	8774	1	G23	1704	2521
G3F1TX		SALES ASSISTANT I	G19	G-ASR	1613	2342	8774	1	G19	1544	2287
G3F2XX		SALES ASSISTANT II	G25	G-ASR	1868	2710	8774	1	G25	1788	2646
G3F3XX		SALES ASSISTANT III	G31	G-ASR	2164	3135	8774	1	G31	2072	3062
G3H1IX		UNEMP INSURANCE TECH INT	G35	G-ASR	2384	3458	8774	1	G35	2282	3377
G3H2TX		UNEMP INSURANCE TECH	G39	G-ASR	2625	3813	8774	1	G39	2514	3724
G3J1IX		STATE SERVICE TRAINEE I	G10	G-ASR	1298	1883	8774	1	G10	1243	1839
G3J2IX		STATE SERVICE TRAINEE II	G14	G-ASR	1432	2077	8774	1	G14	1371	2028
G3J3IX		STATE SERVICE TRAINEE III	G20	G-ASR	1658	2406	8774	1	G20	1587	2350
G3J4IX		STATE SERVICE TRAINEE IV	G26	G-ASR	1919	2783	8774	1	G26	1837	2718
G3J5IX		STATE SERVICE TRAINEE V	G32	G-ASR	2223	3226	8774	1	G32	2128	3150
G4A1TX		COLLECTIONS REP I	G23	G-ASR	1780	2582	8774	1	G23	1704	2521

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
G4A2XX		COLLECTIONS REP II	G30	G-ASR	2115	3071	8774	1	G30	2025	2999
G4A3XX		COLLECTIONS REP III	G46	G-ASR	3124	4535	8774	0	G46	2991	4429
G4B1IX		DRIVER'S LIC EXAM INT	G27	G-ASR	1961	2846	8774	1	G27	1878	2779
G4B2TX		DRIVER'S LIC EXAM I	G33	G-ASR	2268	3293	8774	1	G33	2172	3216
G4B3XX		DRIVER'S LIC EXAM II	G41	G-ASR	2756	4004	8774	1	G41	2639	3910
G4B4XX		DRIVER'S LIC EXAM III	G47	G-ASR	3194	4633	8774	0	G47	3058	4524
G4B5XX		DRIVER'S LIC EXAM IV	G53	G-ASR	3696	5363	8774	0	G53	3539	5237
H2A1IX		APP PROGRAMMER INTERN	H80	H-PS	2850	4275	8774	0	H80	2734	4183
H2A2TX		APP PROGRAMMER I	H82	H-PS	3141	4711	8774	0	H82	3013	4610
H2A3XX		APP PROGRAMMER II	H84	H-PS	3464	5195	8774	0	H84	3323	5083
H2A4XX		APP PROGRAMMER III	H86	H-PS	3819	5727	8774	0	H86	3663	5604
H2A6XX		APP PROGRAMMING MANAGER	H89	H-PS	5117	7675	8774	0	H89	4909	7510
H2B1XX		COMPUTER OPERATIONS MGR	H90	H-PS	5766	8647	8774	0	H90	5531	8461
H2I1IX		IT TECHNICIAN I	H81	H-PS	2991	4489	8774	0	H81	2869	4392
H2I2TX		IT TECHNICIAN II	H83	H-PS	3299	4950	8774	0	H83	3164	4843
H2I3XX		IT PROFESSIONAL I	H85	H-PS	3637	5455	8774	0	H85	3489	5338
H2I4XX		IT PROFESSIONAL II	H87	H-PS	4009	6013	8774	0	H87	3845	5884
H2I5XX		IT PROFESSIONAL III	H88	H-PS	4419	6629	8774	0	H88	4239	6486
H2I6XX		IT PROFESSIONAL IV	H89	H-PS	5117	7675	8774	0	H89	4909	7510
H2I7XX	#	IT PROFESSIONAL V	H91 #	H-PS	6054	8774	8774	0	H91 #	5807	8619
H2I8XX	#	IT PROFESSIONAL VI	H92 #	H-PS	6355	8774	8774	0	H92 #	6096	8619
H2I9XX	#	IT PROFESSIONAL VII	H93 #	H-PS	6673	8774	8774	0	H93 #	6401	8619
H3I1IX		MEDIA SPECIALIST INTERN	H10	H-PS	1788	2685	8774	1	H10	1715	2627
H3I2TX		MEDIA SPECIALIST I	H16	H-PS	2072	3108	8774	1	H16	1987	3041
H3I3XX		MEDIA SPECIALIST II	H22	H-PS	2397	3597	8774	1	H22	2299	3520
H3I4XX		MEDIA SPECIALIST III	H30	H-PS	2911	4370	8774	1	H30	2793	4276
H3I5XX		MEDIA SPECIALIST IV	H34	H-PS	3211	4817	8774	0	H34	3080	4713
H3I6XX		MEDIA SPECIALIST V	H40	H-PS	3719	5576	8774	0	H40	3568	5456
H3U1IX		ARTS TECHNICIAN I	H11	H-PS	1830	2743	8774	1	H11	1755	2684

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
H3U2TX		ARTS TECHNICIAN II	H17	H-PS	2115	3173	8774	1	H17	2029	3105
H3U3XX		ARTS PROFESSIONAL I	H25	H-PS	2572	3858	8774	1	H25	2468	3775
H3U4XX		ARTS PROFESSIONAL II	H29	H-PS	2836	4252	8774	1	H29	2720	4160
H3U5XX		ARTS PROFESSIONAL III	H35	H-PS	3283	4923	8774	0	H35	3150	4817
H3U6XX		ARTS PROFESSIONAL IV	H41	H-PS	3800	5699	8774	0	H41	3645	5576
H4M1IX		TECHNICIAN I	H16	H-PS	2072	3108	8774	1	H16	1987	3041
H4M2TX		TECHNICIAN II	H22	H-PS	2397	3597	8774	1	H22	2299	3520
H4M3XX		TECHNICIAN III	H27	H-PS	2700	4052	8774	1	H27	2590	3965
H4M4XX		TECHNICIAN IV	H33	H-PS	3126	4690	8774	1	H33	2999	4589
H4M5XX		TECHNICIAN V	H41	H-PS	3800	5699	8774	1	H41	3645	5576
H4N1TX		AIR TRAFFIC CONTRL I	H37	H-PS	3447	5168	8774	1	H37	3306	5057
H4N2XX		AIR TRAFFIC CONTRL II	H41	H-PS	3800	5699	8774	1	H41	3645	5576
H4N3XX		AIR TRAFFIC CONTRL III	H48	H-PS	4520	6777	8774	1	H48	4336	6631
H4O1XX		AIRCRAFT PILOT	H39	H-PS	3617	5428	8774	0	H39	3470	5311
H4P1IX		FINGERPRINT EXAMIN INT	H28	H-PS	2775	4162	8774	1	H28	2662	4072
H4P2TX		FINGERPRINT EXAMINER I	H32	H-PS	3058	4588	8774	1	H32	2933	4489
H4P3XX		FINGERPRINT EXAMINER II	H38	H-PS	3540	5311	8774	1	H38	3396	5197
H4P4XX		FINGERPRINT EXAMINER III	H44	H-PS	4097	6147	8774	0	H44	3931	6015
H4Q1IX		PORT OF ENTRY INTERN	H24	H-PS	2518	3773	8774	1	H24	2416	3692
H4Q2TX		PORT OF ENTRY I	H28	H-PS	2775	4162	8774	1	H28	2662	4072
H4Q3XX		PORT OF ENTRY II	H34	H-PS	3211	4817	8774	1	H34	3080	4713
H4Q4XX		PORT OF ENTRY III	H38	H-PS	3540	5311	8774	0	H38	3396	5197
H4R1XX		PROGRAM ASSISTANT I	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H4R2XX		PROGRAM ASSISTANT II	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H4S1IX		STATE SERV PROF TRAIN I	H22	H-PS	2397	3597	8774	0	H22	2299	3520
H4S2IX		STATE SERV PROF TRAIN II	H27	H-PS	2700	4052	8774	0	H27	2590	3965
H4T1IX		STUDENT TRAINEE I	H18	H-PS	2175	3262	8774	1	H18	2086	3192
H4T2IX		STUDENT TRAINEE II	H22	H-PS	2397	3597	8774	1	H22	2299	3520
H4T3IX		STUDENT TRAINEE III	H26	H-PS	2642	3963	8774	1	H26	2534	3878

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
H4T4IX		STUDENT TRAINEE IV	H31	H-PS	2978	4464	8774	1	H31	2857	4368
H5E1XX		LEGAL ASSISTANT I	H33	H-PS	3126	4690	8774	0	H31	2857	4368
H5E2XX		LEGAL ASSISTANT II	H39	H-PS	3617	5428	8774	0	H37	3306	5057
H5F1IX		HEARINGS OFFICER I	H33	H-PS	3126	4690	8774	0	H33	2999	4589
H5F2TX		HEARINGS OFFICER II	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H5F3XX		HEARINGS OFFICER III	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H5L1TX		ADMIN LAW JUDGE I	H57	H-PS	5614	8418	8774	0	H57	5386	8237
H5L2XX		ADMIN LAW JUDGE II	H58	H-PS	5766	8649	8774	0	H58	5531	8463
H5L3XX	#	ADMIN LAW JUDGE III	H59 #	H-PS	5894	8774	8774	0	H59 #	5654	8619
H6G1IX		GENERAL PROFESSIONAL I	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H6G2TX		GENERAL PROFESSIONAL II	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6G3XX		GENERAL PROFESSIONAL III	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6G4XX		GENERAL PROFESSIONAL IV	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H6G5XX		GENERAL PROFESSIONAL V	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H6G6XX		GENERAL PROFESSIONAL VI	H55	H-PS	5346	8018	8774	0	H55	5128	7845
H6G7XX		GENERAL PROFESSIONAL VII	H57	H-PS	5614	8418	8774	0	H57	5386	8237
H6G8XX	#	MANAGEMENT	H99 #	H-PS	5894	8774	8774	0	H99 #	5654	8619
H6H1TX		ARCHIVIST I	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H6H2XX		ARCHIVIST II	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6I1XX		CHAPLAIN I	H41	H-PS	3800	5699	8774	0	H41	3645	5576
H6I2XX		CHAPLAIN II	H43	H-PS	3989	5986	8774	0	H43	3827	5857
H6J1IX		COMP INSURANCE INTERN	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H6J2TX		COMP INSURANCE SPEC I	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6J3XX		COMP INSURANCE SPEC II	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6J4XX		COMP INSURANCE SPEC III	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H6J5XX		COMP INSURANCE SPEC IV	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H6J6XX		COMP INSURANCE SPEC V	H55	H-PS	5346	8018	8774	0	H55	5128	7845
H6J7XX		COMP INSURANCE SPEC VI	H57	H-PS	5614	8418	8774	0	H57	5386	8237
H6K1IX		COMPL INVESTIGATOR INT	H31	H-PS	2978	4464	8774	0	H31	2857	4368

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
H6K2TX		COMPL INVESTIGATOR I	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6K3XX		COMPL INVESTIGATOR II	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H6K4XX		COMPL INVESTIGATOR III	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H6L1XX		CORRL ACCOUNT SALES REP	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6M1XX		FOOD SERV MGR I	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6M2XX		FOOD SERV MGR II	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6M3XX		FOOD SERV MGR III	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H6M4XX		FOOD SERV MGR IV	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H6N1IX		LABOR/EMPLOY SPEC INT	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H6N2TX		LABOR/EMPLOYMENT SPEC I	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6N3XX		LABOR/EMPLOYMENT SPEC II	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6N4XX		LABOR/EMPLOYMENT SPEC III	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H6N5XX		LABOR/EMPLOYMENT SPEC IV	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H6N6XX		LABOR/EMPLOYMENT SPEC V	H55	H-PS	5346	8018	8774	0	H55	5128	7845
H6O1XX		LOTTERY SALES REP I	H26	H-PS	2642	3963	8774	1	H26	2534	3878
H6O2XX		LOTTERY SALES REP II	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6O3XX		LOTTERY SALES REP III	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6P1TX		PARK MANAGER I	H26	H-PS	2642	3963	8774	1	H26	2534	3878
H6P2XX		PARK MANAGER II	H31	H-PS	2978	4464	8774	1	H31	2857	4368
H6P3XX		PARK MANAGER III	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6P4XX		PARK MANAGER IV	H43	H-PS	3989	5986	8774	0	H43	3827	5857
H6P5XX		PARK MANAGER V	H51	H-PS	4849	7273	8774	0	H51	4652	7116
H6P6XX		PARK MANAGER VI	H55	H-PS	5346	8018	8774	0	H55	5128	7845
H6Q1XX		RECORDS ADMINISTRATOR I	H40	H-PS	3719	5576	8774	1	H40	3568	5456
H6Q2XX		RECORDS ADMINISTRATOR II	H46	H-PS	4302	6453	8774	0	H46	4127	6314
H6R1IX		REHABILITATION INTERN	H31	H-PS	2978	4464	8774	1	H31	2857	4368
H6R2TX		REHABILITATION COUNS I	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6R3XX		REHABILITATION COUNS II	H41	H-PS	3800	5699	8774	0	H41	3645	5576
H6R4XX		REHABILITATION SUPV I	H49	H-PS	4619	6925	8774	0	H49	4431	6776

Survey Report Compensation Plan Pay Structure for FY 06-07 by Class Code Order											
CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
H6R5XX		REHABILITATION SUPV II	H53	H-PS	5091	7634	8774	0	H53	4884	7470
H6S1TX		SALES MANAGER I	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H6S2XX		SALES MANAGER II	H31	H-PS	2978	4464	8774	0	H31	2857	4368
H6S3XX		SALES MANAGER III	H37	H-PS	3447	5168	8774	0	H37	3306	5057
H6S4XX		STORE MANAGER	H45	H-PS	4188	6283	8774	0	H45	4018	6148
H6T1XX		STAFF ACCOMPANIST	H26	H-PS	2642	3963	8774	0	H26	2534	3878
H6U1TX		WILDLIFE MANAGER I	H28	H-PS	2775	4162	8774	0	H28	2662	4072
H6U2XX		WILDLIFE MANAGER II	H33	H-PS	3126	4690	8774	0	H33	2999	4589
H6U3XX		WILDLIFE MANAGER III	H39	H-PS	3617	5428	8774	0	H39	3470	5311
H6U4XX		WILDLIFE MANAGER IV	H47	H-PS	4396	6597	8774	0	H47	4217	6455
H6U5XX		WILDLIFE MANAGER V	H53	H-PS	5091	7634	8774	0	H53	4884	7470
H6U6XX		WILDLIFE MANAGER VI	H57	H-PS	5614	8418	8774	0	H57	5386	8237
H6V1TX		YOUTH SERV COUNSELOR I	H37	H-PS	3447	5168	8774	1	H37	3306	5057
H6V2XX		YOUTH SERV COUNSELOR II	H41	H-PS	3800	5699	8774	1	H41	3645	5576
H6V3XX		YOUTH SERV COUNSELOR III	H47	H-PS	4396	6597	8774	0	H47	4217	6455
H6V5XX		YOUTH SERV ADMIN	H55	H-PS	5346	8018	8774	0	H55	5128	7845
I1A1TX		ACTUARY I	I34	I-PSE	4533	6798	8774	0	I34	4374	6691
I1A2XX		ACTUARY II	I36	I-PSE	4759	7139	8774	0	I36	4593	7027
I1A3XX		ACTUARY III	I43	I-PSE	5660	8490	8774	0	I43	5462	8356
I1A4XX	#	ACTUARY IV	I47 #	I-PSE	6242	8774	8774	0	I47 #	6024	8619
I1B1TX		STATISTICAL ANALYST I	I23	I-PSE	3476	5213	8774	0	I23	3354	5131
I1B2XX		STATISTICAL ANALYST II	I30	I-PSE	4112	6166	8774	0	I30	3968	6069
I1B3XX		STATISTICAL ANALYST III	I39	I-PSE	5133	7699	8774	0	I39	4953	7578
I1B4XX		STATISTICAL ANALYST IV	I43	I-PSE	5660	8490	8774	0	I43	5462	8356
I2A2TX		DESIGNER/PLANNER	I29	I-PSE	4023	6036	8774	0	I29	3882	5941
I2A3XX		ARCHITECT I	I34	I-PSE	4533	6798	8774	0	I34	4374	6691
I2A4XX		ARCHITECT II	I40	I-PSE	5248	7873	8774	0	I40	5064	7749
I2A5XX		ARCHITECT III	I44	I-PSE	5785	8677	8774	0	I44	5583	8540
I2B1TX		ELECTRONIC ENGINEER I	I38	I-PSE	4997	7495	8774	0	I38	4822	7377

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
I2B2XX		ELECTRONIC ENGINEER II	I42	I-PSE	5510	8266	8774	0	I42	5317	8136
I2B3XX	#	ELECTRONIC ENGINEER III	I46 #	I-PSE	6075	8774	8774	0	I46 #	5862	8619
I2B4XX	#	ELECTRONIC ENGINEER IV	I50 #	I-PSE	6695	8774	8774	0	I50 #	6461	8619
I2C1*		ENGINEER-IN-TRAINING I	I25	I-PSE	3650	5473	8774	0	I25	3522	5387
I2C2*		ENGINEER-IN-TRAINING II	I30	I-PSE	4112	6166	8774	0	I30	3968	6069
I2C3**		ENGINEER-IN-TRAINING III	I34	I-PSE	4533	6798	8774	0	I34	4374	6691
I2C4**		PROFESSIONAL ENGINEER I	I37	I-PSE	4888	7335	8774	0	I37	4717	7219
I2C5**		PROFESSIONAL ENGINEER II	I44	I-PSE	5785	8677	8774	0	I44	5583	8540
I2C6**	#	PROFESSIONAL ENGINEER III	I53 #	I-PSE	7226	8774	8774	0	I53 #	6972	8619
I2C7**	#	PROFESSIONAL ENGINEER IV	I57 #	I-PSE	7964	8774	8774	0	I57 #	7685	8619
I2D1IX		LANDSCAPE ARCHITECT INT	I25	I-PSE	3650	5473	8774	0	I25	3522	5387
I2D2TX		LANDSCAPE ARCHITECT I	I29	I-PSE	4023	6036	8774	0	I29	3882	5941
I2D3XX		LANDSCAPE ARCHITECT II	I34	I-PSE	4533	6798	8774	0	I34	4374	6691
I2D4XX		LANDSCAPE ARCHITECT III	I40	I-PSE	5248	7873	8774	0	I40	5064	7749
I3A1*		ENVIRON PROTECT INTERN	I21	I-PSE	3310	4964	8774	0	I21	3194	4886
I3A2*		ENVIRON PROTECT SPEC I	I27	I-PSE	3832	5745	8774	0	I27	3698	5655
I3A3**		ENVIRON PROTECT SPEC II	I33	I-PSE	4436	6652	8774	0	I33	4281	6547
I3A4**		ENVIRON PROTECT SPEC III	I39	I-PSE	5133	7699	8774	0	I39	4953	7578
I3A5**		ENVIRON PROTECT SPEC IV	I44	I-PSE	5785	8677	8774	0	I44	5583	8540
I3A6**	#	ENVIRON PROTECT SPEC V	I48 #	I-PSE	6379	8774	8774	0	I48 #	6156	8619
I3B1*		PHY SCI RES/SCIENTIST INT	I21	I-PSE	3310	4964	8774	0	I21	3194	4886
I3B2*		PHY SCI RES/SCIENTIST I	I27	I-PSE	3832	5745	8774	0	I27	3698	5655
I3B3**		PHY SCI RES/SCIENTIST II	I33	I-PSE	4436	6652	8774	0	I33	4281	6547
I3B4**		PHY SCI RES/SCIENTIST III	I39	I-PSE	5133	7699	8774	0	I39	4953	7578
I3B5**		PHY SCI RES/SCIENTIST IV	I44	I-PSE	5785	8677	8774	0	I44	5583	8540
I3B6**	#	PHY SCI RES/SCIENTIST V	I48 #	I-PSE	6379	8774	8774	0	I48 #	6156	8619
I5A1TX		AIR ENVIRON SYS TECH I	I28	I-PSE	3915	5872	8774	1	I28	3778	5780
I5A2XX		AIR ENVIRON SYS TECH II	I34	I-PSE	4533	6798	8774	0	I34	4374	6691
I5C1**		CIVIL ENG PROJ MANAGER I	I32	I-PSE	4318	6477	8774	0	I28	3778	5780

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I5C2**		CIVIL ENG PROJ MANAGER II	I36	I-PSE	4759	7139	8774	0	I32	4166	6375
I5D1**		ENGR/PHYS SCI TECH I	I19	I-PSE	3153	4729	8774	1	I19	3042	4655
I5D2**		ENGR/PHYS SCI TECH II	I22	I-PSE	3383	5074	8774	0	I22	3265	4994
I5D3**		ENGR/PHYS SCI TECH III	I26	I-PSE	3730	5594	8774	0	I26	3599	5506
I5E1IX		ELECTRONICS SPEC INTERN	I10	I-PSE	2523	3785	8774	1	I10	2435	3725
I5E2TX		ELECTRONICS SPEC I	I16	I-PSE	2922	4385	8774	1	I16	2820	4316
I5E3XX		ELECTRONICS SPEC II	I22	I-PSE	3383	5074	8774	1	I22	3265	4994
I5E4XX		ELECTRONICS SPEC III	I28	I-PSE	3915	5872	8774	0	I28	3778	5780
I5E5XX		ELECTRONICS SPEC IV	I34	I-PSE	4533	6798	8774	0	I34	4374	6691
I9A1TX		LABORATORY COORD I	I18	I-PSE	3069	4601	8774	1	I18	2962	4529
I9A2XX		LABORATORY COORD II	I24	I-PSE	3553	5328	8774	1	I24	3428	5244
I9A3XX		LABORATORY COORD III	I31	I-PSE	4224	6336	8774	1	I31	4076	6236
I9B1IX		LAND SURVEY INTERN I	I11	I-PSE	2594	3890	8774	1	I11	2503	3829
I9B2TX		LAND SURVEY INTERN II	I21	I-PSE	3310	4964	8774	1	I21	3194	4886
I9B3XX		PROF LAND SURVEYOR I	I32	I-PSE	4318	6477	8774	0	I32	4166	6375
I9B4XX		PROF LAND SURVEYOR II	I36	I-PSE	4759	7139	8774	0	I36	4593	7027
J1A1*B		TEACHER I	J26	J-T	3396	4792	8774	0	J26	3257	4689
J1A1*C		TEACHER I	J28	J-T	3527	5603	8774	0	J28	3384	5482
J1A1*D		TEACHER I	J31	J-T	3631	6159	8774	0	J31	3483	6026
J1A1*E		TEACHER I	J33	J-T	3813	6467	8774	0	J33	3658	6328
J1A1*F		TEACHER I	J38	J-T	4456	7558	8774	0	J38	4275	7395
J1A1*H		TEACHER I	J26	J-T	3396	4792	8774	0	J26	3257	4689
J1A1*I		TEACHER I	J28	J-T	3527	5603	8774	0	J28	3384	5482
J1A1*J		TEACHER I	J31	J-T	3631	6159	8774	0	J31	3483	6026
J1A1*K		TEACHER I	J33	J-T	3813	6467	8774	0	J33	3658	6328
J1A1*L		TEACHER I	J38	J-T	4456	7558	8774	0	J38	4275	7395
J1A2*A		TEACHER II	J38	J-T	4456	7558	8774	0	J38	4275	7395
J1A2*G		TEACHER II	J38	J-T	4456	7558	8774	0	J38	4275	7395
J1A3*A		TEACHER III	J42	J-T	4913	8330	8774	0	J42	4713	8151

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CLASS	LIDCLASS	CLASS TITLE	GRADE	OCC	MIN7106	MAX7106	LID7106	PAYDIFF	GR 7105	MIN7105	MAX7105
J1A3*G		TEACHER III	J42	J-T	4913	8330	8774	0	J42	4713	8151
J2A1XX		TEACHER AIDE	J10	J-T	2109	2976	8774	0	J10	2023	2912
J2B1TX		CHILD CARE AIDE	J11	J-T	1630	2380	8774	1	J11	1564	2329
J2B2XX		EARLY CHILDHOOD EDUC I	J15	J-T	1796	2628	8774	1	J15	1723	2571
J2B3XX		EARLY CHILDHOOD EDUC II	J19	J-T	1983	2897	8774	1	J19	1902	2835
P1A1XX	#	TEMPORARY AIDE	P10 #	P-TEM	893	8774	8774	0	P10 #	893	8619
# lid classes per statute											